

Bellin College

Nursing Assistant Guide



2022-2023 Handbook and Catalog



Welcome from the President



Welcome to Bellin College! Since 1909, we have been educating students for healthcare professions. Our array of program options includes various degree choices in nursing, medical imaging, and physical therapy. The College provides a rich and stimulating environment that promotes learning, leadership, and community service. We work closely with our advisory committees to design an educational program that will provide you with a solid education. Our program options include certificate, bachelor's, master's, and terminal degree options. As a future healthcare leader, you will have an impact on individuals, families, groups, communities, and populations. You will learn and grow beyond your expectations. The College values of excellence, integrity, community, and caring are seen in all our work and interactions with our students, board members, alumni, friends, and the community. Personally, I have been a part of the College for more than 30 years and truly value all that Bellin College has to offer.

The Board of Trustees, faculty, staff, and administration are committed to the academic success of our students. With our two campus locations, Eaton Road, and Development Drive, we offer an array of services and amenities for our students. Our faculty members prepare students for healthcare professions and provide multiple opportunities for them to learn the latest innovations through classroom, lab, simulation, and clinical settings. These learning experiences enrich the students' application of critical thinking and clinical judgement, which is necessary for success in today's evolving healthcare world. A Bellin College education prepares graduates to deliver an excellent patient experience. We are proud to say Bellin College graduates make a difference in their profession, the community, and society. Our graduates reach their goals through lifelong learning and as leaders in healthcare.

The Bellin College Guide, Handbook and Catalog will acquaint you with many aspects of Bellin College. In the following pages, you will see descriptions of services and related policies and procedures that will affect you while you are enrolled in our programs. I encourage you to review the guide and become familiar with its contents. This is an excellent resource for you with valuable information located in one place. Due to the COVID-19 pandemic, the College will adjust classroom, lab, and clinical experiences based on the trends and patterns of the virus. The College team will work with you to assure you are prepared for your role as a healthcare leader.

I wish you success this year and look forward to working with you on campus! There is always something new and exciting at Bellin College!

Positively,
Dr. Connie J. Boerst
Connie J. Boerst, EdD, RN
President/CEO
Professor of Nursing

July 2022 if discrepancies exist between official Bellin College Nursing Assistant Guide Handbook & Catalog, printed materials, and electronic information, the most current digital copy of the Guide available on the College website shall have precedence unless other sources specifically state that they are the official source in lieu of the digital copy of the Guide.

The Bellin College Nursing Assistant Guide Handbook & Catalog is not intended to create or represent a contractual relationship between the College and any student. The Bellin College Nursing Assistant Guide Handbook & Catalog, in conjunction with other official College documents such as Financial Aid Policies and Procedures, is intended to provide a student reference for rules, regulations, policies and procedures governing student behavior and the College's expectations of its students. The College reserves the right to change the requirements published in this Guide at any time. The College reserves the right to change the program of study as needed to fulfill state approval and national certification requirements.

Students are responsible to become familiar with information in all of the listed College documents and adhere to the policies contained in these documents. Bellin College reserves the right to make changes in its policies and procedures as conditions warrant.

Disclaimer: We reserve the right to alter the course schedule (theory, lab, or clinical) and delivery method of coursework on short notice.

The Bellin College Nursing Assistant Guide Handbook & Catalog
2022-2023

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► Introduction to Bellin College

Welcome to Bellin College Nursing Assistant Program. Nursing Assistant is a rewarding and exciting profession but be aware that Nursing Assistant education and certification is demanding. Please review these materials as you begin the program. In the event of questions or clarification, please contact your course instructor or the program coordinator.

The Nursing Assistant Program of Bellin College is a State of Wisconsin approved nurse aide training program and is reviewed every two years by the Office of Caregiver Quality of the Division of Quality Assurance of the Wisconsin Department of Health Services.

Mission Statement

Bellin College is dedicated to educating healthcare professionals through innovation, leadership, and service that promotes lifelong learning and excellence.

Vision

Bellin College will be the leader in health science higher education.

Values

Excellence – being the best

Integrity – honest and ethical behavior

Community – collaboration and inclusion

Caring – empowering relationships based on empathy and respect

College Purposes

- To provide innovative programs.
- To create an intellectually stimulating environment.
- To contribute to the community's well-being.
- To promote a culture of inclusion and engagement.
- To model the principles of quality improvement.

Diversity, Equity, and Inclusion Statement

Bellin College seeks to honor and uphold an inclusive and welcoming attitude toward diversity in all shapes and forms. We are dedicated to creating a diverse, equitable, and inclusive environment illustrated through the beliefs and actions of our workforce and student body. By utilizing education, engagement, and application of the prior principles, our goal is to make all feel safe, welcome, and valued. It is the priority of the college to foster a passion to uphold our stated goals, so that we may positively influence our communities.

Our Commitment:

- Acknowledging that diversity is holistic. We understand that the definition is constantly evolving. Our definition of diversity includes but is not limited to race, ethnicity, color, nationality, sex, sexual orientation, gender identity and expression, class, religion, disability, age, military status, visa status, economic status, geographic location, and language/linguistic ability.
- As individuals, we all carry our identities into our personal and professional interactions. We encourage our community members to seek out opportunities to learn from those with perspectives different from their own.
- Creating an inclusive work environment where all people feel safe, valued, and respected.
- We commit to identifying institutional barriers to a welcoming and respectful living, learning, and work environment, and allocating resources to remove them.
- Providing individuals with the resources to gain awareness and understanding of cultural identities and develop competencies of DEI through best practices training.
- Spreading awareness that DEI is a commitment and philosophy of Bellin College.

- Continuing to adapt and learn about better ways to demonstrate equality and equity amongst all.

Philosophy of Teaching and Learning

Bellin College faculty are facilitators, role model and resources in the learning process. We provide an environment that supports a diverse student population. We pursue excellence in education by teaching students critical thinking skills with a commitment toward the College values of Excellence, Integrity, Community and Caring.

Teaching/learning is a dynamic process of discovery attained through interaction and engagement. Faculty members implement cooperative teaching strategies in partnership with students to achieve program outcomes. Students share the responsibility of achieving their learning goals through participation in the education process. As co-creators of their learning, students have a responsibility to develop a scholarly approach to learning through assimilation and integration of new knowledge, utilization of technology and life experiences.

Graduates of Bellin College are prepared to function in leadership roles and affect social, ethical, political, and economic issues surrounding healthcare.

School of Nursing Philosophy

We believe professional nursing is an interactive, caring process based on knowledge attained from nursing research, nursing theory, professional nursing values, the arts, sciences, and humanities. Professional nurses assume leadership roles in health promotion and maintenance, disease prevention, illness management, and end-of-life care. Nurses are responsible for the delivery of effective, high-quality patient care in collaboration with other health care professionals. Graduates of Bellin College serve as role models for professional nursing, community service, and lifelong learning. Our graduates are prepared to address the health care needs of a diverse, global society and its individuals, and are committed to advancing the professional practice of nursing.

Nursing Assistant Program Outcomes

At the completion of the program, the nursing assistant will:

- Communicate and interact effectively with clients, family, and co-workers.
- Demonstrate the maintenance and protection of client rights.
- Report information and record observations accurately.
- Demonstrate the ethical and legal responsibilities of the NA.
- Provide safe care to a diverse population, meeting personal, physical, and psychosocial needs of the resident.
- Assist with resident rehabilitation and restorative care, promoting independence.
- Assist residents with long-term, disabling conditions including dementia, always focusing on the strengths of the resident.
- Work cooperatively in a team environment.
- Eligible to take the WI NA Competence Evaluation.

Our History

Bellin College has a long, rich history and a distinguished reputation as an excellent educational institution. Although many changes occurred over time, the commitment to providing growth, opportunity, and excellent education for healthcare providers continues.

Our parent company, Bellin Health System, and its leader, Dr. Julius Bellin started the academic institution in 1909. The College began as a diploma school when it enrolled three students to the Deaconess Sanitarium Training School for Nurses. It was not until 1925 that the name of the hospital was changed from Deaconess to Bellin Memorial Training School in honor of its founder, Dr. Julius Bellin. In 1942, the school became known as Bellin Memorial Hospital School of Nursing. Over time, the school would take on many title changes, but Bellin would always be a component of the name. A new nurse's residence was built and annexed as the north wing of the hospital. More classrooms were added, and clinical experiences were expanded. The Cadet Nurses Corp graduated its first class in 1944. Accreditation of the College was granted by the State of Wisconsin in 1930 and by the National League for Nursing in 1953.

The school closed in 1953 for the purpose of building a new nurses' facility, which opened as the Charlotte Fowler Residence in 1955. The building not only housed 80 students but also included a skills laboratory, library, lounge, and classrooms. At the same time, the curriculum became less task-oriented with greater emphasis on theory and scientific rationale. Students began attending the University of Wisconsin Extension at Green Bay for general education courses. In 1958, the first male student was admitted to the program and graduated in 1961. It would be another 12 years before another male student entered the nursing program.

In 1984, the school became a four-year BSN program and admitted its first baccalaureate students. After years of planning, a new curriculum was implemented that addressed the new trends in healthcare and education. The school's name changed to Bellin College of Nursing to better reflect the new independent status of the educational institution. While many students still took most of their general education courses at the University of Wisconsin-Green Bay, courses from other accredited institutions were accepted for transfer, making it easier for students from greater distances to enroll in the nursing program. The College relocated to a newer building in 1994 located at 725 S. Webster Avenue, and the Charlotte Fowler Building was demolished. In 1997, an accelerated 21-month transfer option was developed to stay with the trends in nursing education, and in 2001, the sophomore transfer option was developed to allow students with prior general education credits to join the nursing program.

A comprehensive needs assessment in 2002 confirmed the need for a graduate nursing program in northeast Wisconsin. The Higher Learning Commission (HLC) conducted an accreditation review of the College in 2004 and granted permission for the College to begin offering a Master of Science degree in nursing with specialty tracks in administration and education. The first graduate students were admitted in August 2004. The Commission for Collegiate Nursing Education (CCNE) accredited the baccalaureate program in 2003. A CCNE visit was completed in 2008, with accreditation received for an additional ten years. The nursing program is also approved by the Wisconsin State Board of Nursing. The first class of MSN graduates received their degrees in 2007. January of 2008 marked the first cohort of students entering the 15 Month option, where students complete all their general education courses and receive their nursing degree in just 15 months.

With the growth and changing needs of higher education, the College broke ground in 2008 for a stand-alone campus located at 3201 Eaton Road, Green Bay, WI. The Higher Learning Commission granted the College approval to offer a Bachelor of Science in Radiologic Sciences (BSRS) and the ability to offer general education courses on campus. The College moved to its new location in 2009, and the name officially changed to Bellin College to signify degrees beyond nursing. In 2009, the College also celebrated its 100th year anniversary.

The Radiologic Sciences program has a long-standing history with Bellin Hospital. The Bellin School of Radiologic Technology was inaugurated in 1957, founded by Dr. Lyle Edelblute to alleviate the critical technologist shortage that existed in the field of x-ray technology. Two students were admitted to the

class in 1957. The program was a two-year certificate. The bachelor's program offered a 4-year program of study that provided graduates with additional knowledge and skill in leadership plus 2 of 3 specialties: CAT Scan, MRI, and/or Women's Imaging, which included mammography and DEXA (bone densitometry). The first class graduated in 2013.

In 2011, the Board of Trustees approved to begin offering a Family Nurse Practitioner option at the master level. The first class entered in 2013. In 2015, the first class of family nurse practitioner students graduated.

In 2014, in partnership with Bellin Health, to help meet their need to have an 80% BSN nursing staff by 2020, the College collaborated to create an RN to BSN program. The first class graduated in 2017, and now the program is open to the public. The curriculum is unique and supports the needs of the working RN. In 2014, additional unfinished space in the Health Sciences Resource Center (HSRC) was completed to enhance the Center to include simulation spaces for labor and delivery, the operating room, critical care, as well as primary care exam rooms to meet the changing needs of simulation and interprofessional education.

A demand for sonographers was noted, and the College explored offering a Bachelor of Science degree in Diagnostic Medical Sonography (BSDMS). The board approved this option, and in 2016, the Higher Learning Commission granted permission for the College to start this program. It is a three-year program, with students attending year-round to earn their degrees. The Commission on Accreditation of Allied Health Education programs approved the Sonography program in September of 2018. The first class was admitted in the fall of 2016 and graduated in 2019. Additional space was completed in the HSRC area to accommodate a lab and two high-end technology classrooms. The Higher Learning Commission also approved distance education in 2016.

Growth continues for all programs as well as new initiatives. In 2016, the first nursing assistant program was offered to a local high school to support the needs for more opportunities for students within the healthcare field. The programs continue to be a popular option for high school students. The College also created a Hands-on Healthcare Initiative to help educate and create excitement around healthcare professions for high school students. The program offers students the opportunity to spend a day at the College, where they get a hands-on opportunity to learn about healthcare. Students rotate through seven stations and gain knowledge through hands-on experiences. In the fall of 2017, this program was expanded by offering a mobile Hands-on Healthcare unit via an ambulance, bringing this experience to students at their school.

In 2017, The Board of Trustees approved the exploration of offering its first terminal degree, a Doctor of Science in Physical Therapy (DScPT). This program helps secure the educational faculty needed for physical therapy education. The program was approved by HLC in August 2018 and continues to graduate highly skilled educators in PT. In partnership with Evidence in Motion, the College also began the OMPT Fellowship program. The fellowship program is now accredited by ACOMPT, which stands for the Accreditation Council on Orthopaedic and Manual Physical Therapy Fellowship Education.

In the fall of 2018, Bellin College began offering all required general education courses for undergraduate programs on campus.

In addition to the Diagnostic Medical Sonography (BSDMS) degree, the Diagnostic Cardiac Sonography (DSC) Certificate program was added in the fall of 2019 and offered a 1-year program for sonographers to learn the skill of echo (cardiac) scanning. Due to the strong demand in cardiac sonography, in fall of 2021 the BSDMS program added a second concentration in cardiovascular. Students now have the option to pursue a DMS degree in general-vascular which includes abdomen, vascular, and obstetrics or cardiovascular which includes adult echo, pediatric echo, and vascular.

Due to being a leader in education and a demand for outstanding cancer care, in the fall of 2020 the College started a 3-year bachelor's program in Radiation Therapy, which was approved by HLC in the spring of 2020. This program admitted ten students who will complete a rigorous curriculum.

Commented [LK1]: May ant to verify this is spelled correctly in the other handbooks.

In June of 2020, the board approved to convert the 4-year bachelor's degree in radiologic sciences to a 3-year BS program. The ever-increasing demands of healthcare professionals continues. In 2021, the college received approval for HLC to offer a Doctor of Physical Therapy Program (DPT), a Doctor of Nursing Practice (DNP), expanding the nurses' knowledge for advanced practice, and a bachelor's degree in Surgical Technology/First Assist (BSST). This degree will be a 3-year degree, offering students significant clinical experiences. The DPT program is unique in that students will have a variety of clinical learning throughout greater Green Bay and beyond. The college continues to grow and expand its program offerings to meet the healthcare needs. We have partnered with local healthcare entities to provide the best curricular components for our students.

While the first students practiced in a small building that accommodated only 17 patients, the current students have many varied experiences in a variety of hospitals and more than 120 clinical agencies, including nursing homes, home health, clinics, public health, and a variety of clinic and community settings. Bellin College has provided educational programs for the region since 1909 and has a distinguished history in Northeast Wisconsin. The College has been responsive to the changing trends in education and healthcare as well as the needs of the community. Bellin College continues to grow and expand program offerings to meet the future needs of the communities it serves.

Accreditation History

Bellin College offers an array of health science related degrees. In 1909, a nursing program was started by Dr. Julius Bellin, Founder of Bellin Hospital. Dr. Bellin wanted qualified nurses to work with him at the bedside. One hundred years later, Bellin College added its second degree and today, continues to grow and expand their program offerings to meet the changing and demanding needs of healthcare. The college is accredited by the Higher Learning Commission and each program has its own specialized accreditation. This document provides an overview of the accreditation process for each program offered.

Higher Learning Commission (HLC)

The Higher Learning Commission is the regional accreditor. Each time a new program is offered, the accreditation process begins with HLC. The College received initial accreditation for five years from the Higher Commission of Higher Education of the North Central Association of Colleges and Schools (NCA) in March 1989. A self-study and site visit occurred in Spring 1994, which resulted in continued accreditation for ten years with the next site visit scheduled for 2003-2004.

In Spring 2004, a site visit occurred for reaffirmation of the Bachelor of Science in Nursing program and a request for authorization to grant a Master of Science degree in Nursing. In June 2004, the Commission granted ten years of continued accreditation with authorization to grant a Bachelor of Science degree and Master of Science degree in Nursing (2004-2014). In 2014, Higher Learning Commission dropped its affiliation with the North Central Association and is recognized solely as the Higher Learning Commission (HLC).

In September 2008, a focus visit was requested by the College for authorization to offer a Bachelor of Science degree in the radiologic sciences (BSRS) and to offer general education courses. Approval was granted in December 2008.

In 2009, HLC came and visited the campus located at 3201 Eaton Road in Green Bay WI to approve the building and determine that its size and amenities could support the college and future program growth.

In 2014, HLC reaffirmed accreditation of Bellin College and all current programs offered through 2024.

In 2015, the College requested a change visit to begin offering a Bachelor of Science degree in Diagnostic Medical Sonography (BSDMS) and distance education courses and programs. The BSDMS is a bachelor's degree with a compressed curriculum offered over three years to meet the needs within the region. Distance education expansion was evident with the changing needs of higher education. In spring 2016, approval was granted for both program requests.

Bellin College continues to expand and meet the needs of the region with additional educational offerings, including the 2018 HLC approved Doctor of Science in Physical Therapy (DSc PT), the first terminal degree offered at Bellin College. In addition, Bellin College also offered all the general education courses for all undergraduate degrees starting in fall 2018.

In the Spring of 2020, HLC approved a 3-year bachelor's degree in Radiation Therapy with the first anticipated cohort starting the fall of 2020.

In spring of 2021, HLC approved a 3-year bachelor's degree in Surgical Technology/First Assisting, a Doctor of Nursing Practice, and a Doctor of Physical Therapy.

Nursing

Wisconsin Board of Nursing

The Wisconsin State Board of Nursing granted Bellin College initial approval to implement a baccalaureate program in nursing in April of 1984. The College submitted a comprehensive evaluation of the program to the Board of Nursing, and full approval was granted in February 1989 and continues today.

Specialized Nursing Program Accreditation

An accreditation visit by the Council for Baccalaureate and Higher Degree Programs of the National League for Nursing occurred in April 1989. Accreditation for a period of eight years was received in October 1989. A four-year progress report was submitted in August 1993. A self-study and site visit again occurred in April of 1997. In July 1997, the National League for Nursing Accrediting Commission granted continued accreditation for eight years (1997-2005).

In 2002, a decision was made to pursue accreditation with the Commission for Collegiate Nursing Education (CCNE) accreditation, which is associated with the American Association of Colleges of Nursing (AACN). This accreditation review was completed in Spring 2003, and in October 2003, the College was awarded the initial, five-year accreditation (2003-2008). A CCNE visit was held in 2008, with the maximum ten years of accreditation received.

In May 2002, a needs assessment, conducted by an independent marketing research firm, identified a significant need for graduate nursing education in the region. As a result, Bellin College Board of Trustees approved plans to proceed with a graduate program in November 2002. By July 2003, a decision was made to move forward to establish a master's degree in Nursing (MSN) with an administrator and an educator track. The emphasis in both programs was on nursing leadership.

The graduate program enrolled its first students in September 2004. An accreditation review by the CCNE occurred in February 2006 and in October 2006, and the College was awarded the five-year accreditation (2006-2011). The first MSN class graduated in 2007. In October 2008, CCNE awarded the maximum 10-year accreditation to both the baccalaureate and masters nursing programs (2008-2018). The Commission for Collegiate Nursing Education will return in 2018 for a visit.

In Spring 2011, the Bellin College Board of Trustees approved a Family Nurse Practitioner Track. A substantive change was submitted to CCNE, and in the fall of 2011 approval was granted. The first cohort of students entered in Fall 2012. In May 2015, the first class graduated from the Family Nurse Practitioner Track.

In the spring of 2018, CCNE awarded the maximum 10-year accreditation to both the baccalaureate and masters nursing programs (2018-2028). CCNE will conduct a site visit for accreditation of the DNP program in February of 2023.

Medical Imaging

Joint Review Committee of Education in Radiologic Sciences (JRCERT)

The School of Radiologic Sciences was a two-year certificate program offered through Bellin Health System. In 1988, the program was granted full accreditation from the Joint Review Committee of Education in Radiologic Sciences (JRCERT). Subsequently, the program is the result of a Transfer of

Sponsorship from Bellin Health System to Bellin College in March of 2011. The new program design changed the previous terminal credential from a two-year certificate program to a 48-month Bachelor of Science in Radiologic Sciences (BSRS) program at Bellin College. Statewide surveys were conducted to assess the need for the bachelor's program. Results demonstrated high interest among the employer and technologist communities.

In August 2015, JRCERT awarded the maximum 8-year accreditation to the Bachelor of Science degree in Radiologic Sciences (2015-2023).

The Commission on Accreditation of Allied Health Education (CAAHE) approved the Sonography program in September 2018. In May 2022, The JRC-DMS Subcommittee approved the addition of a separate cardiovascular track in the DMS program.

Physical Therapy

Doctor of Science in Physical Therapy (DSc):

The Doctor of Science in Physical Therapy was approved for accreditation through the Higher Learning Commission (HLC) in 2019.

Orthopedic Manual Physical Therapy (OMPT):

The American Board of Physical Therapy Residency and Fellowship Education (ABPTRFE) approved the Orthopaedic Manual Physical Therapy (OMPT) fellowship program in 2018. The Accreditation Council on Orthopaedic and Manual Physical Therapy Fellowship Education (ACOMPTE) approved the OMPT fellowship program in 2019.

Doctor of Physical Therapy (DPT):

Effective July 19, 2022, the Bellin College DPT Program has been granted Candidate for Accreditation status by the Commission on Accreditation in Physical Therapy Education (CAPTE).

► Campus Information

Bellin College Campus – Quick Reference

Bellin College administrative offices, classrooms, library, Student Success Center, Health Sciences Resource Center (skills and simulation labs) located at 3201 Eaton Road and 2620 Development Drive, Green Bay.

3201 Eaton Road

First Level

- Academic Affairs
- Academic Program Directors (BSN, BSRS, BSRT, BSST, Gen Ed)
- BC Express Café and Micro Market Area
- Classrooms
- Conference Rooms
- Dean of Students & Allied Health Sciences
- Dean of Nursing
- Director of Student Affairs and DEI
- Information Technology
- Reception Desk (student concierge and security station)
- Reflection Room
- Student Activities Area/Student Lounge
- Student Services - One Stop Shop (Cashier, Administrative Assistant for Support Services, Registrar, Bursar, Academic Advisor, Director of Financial Aid, Assistant Registrar, Financial Aid Counselor)
- Vice President of Business and Finance
- Admissions

Second Level

- Board, Executive, Faculty Conference Rooms
- College Assessment Program (CAP) Director
- Director of Engagement and Outreach
- Faculty and Adjunct Faculty Offices
- Instructional Design
- Library (including group study rooms/testing rooms)
- Marketing
- Presidential Suite
- Student Success Center
- Wellness Center

Lower Level

- Advance Practice/Procedure Room
- Birthing Suite
- CT/MRI Simulator Classroom
- Exam Rooms - Four
- Fundamental Skill Labs
- Health Assessment Labs
- ICU/Pediatric/Emergency Suite
- Lactation Room
- Mammography Simulation Lab
- Patient Lounge
- Practice Lab
- Radiology Labs – Two
- Simulation Control Rooms
- Simulation Lab
- Standard Classrooms – Three
- Student Lounge
- Surgical Suite
- Virtual Reality Linear Accelerator

2620 Development Drive

First Level

- Micro Market Area and Student Lounge
- Science Lab Classrooms
- Physical Therapy Labs
- Faculty and Adjunct Faculty Offices
- Conference Room
- Information Technology
- Instructional Design
- Reception Desk (student concierge and security station)
- Administration
- Student Services - (Cashier, Administrative Assistant for Support Services, Registrar, Bursar, Academic Advisor, Director of Financial Aid, Assistant Registrar, Financial Aid Counselor)

Second Level

- Academic Program Directors (BSDMS, Graduate Nursing)
- Conference Room
- Diagnostic Medical Sonography Lab
- Faculty and Adjunct Faculty Offices
- Library (including group study rooms/testing rooms)
- Classrooms
- Advancement and Alumni Relations
- Academic Clinical Affiliation Coordinator

Bellin College – Student Foundational Behaviors

Student Foundational Behaviors were developed as a framework to prepare health professional graduates for the work needed to transition into an interprofessional healthcare system. The eight foundational behaviors are core skill sets consistent with and support the overall Mission and Values. They ensure students know the expected behavior associated with being a student at Bellin College. New graduates will also be career-ready with the competencies expected by the 21st century employers. Students competent in the foundational behaviors will have the knowledge, skills, and attitudes needed to succeed or manage their careers. Eight core competencies are identified as foundational to student behavior:

1. Be a Team Player
2. Use Effective Communication
3. Information Technology
4. Professionalism
5. Diversity & Inclusion
6. Personal and Professional Growth
7. Emotional Intelligence
8. Service

Be a Team Player	Diversity and Inclusion
I will work collaboratively with my peers and others. When problems arise, I will be part of the solution and embrace change with an open mind. I will be an active, contributing member of Bellin College.	I will create a safe place where people feel empowered. I will work to remove barriers for those with marginalized identities. I will be open to feedback and committed to personal growth surrounding issues of social justice and equity. I realize bias exists, and I will work to address those biases within myself and others.
Use Effective Communication	Personal and Professional Growth
I will actively listen and use appropriate verbal and nonverbal language, asking questions and clarifying when I do not understand. I will seek out the source of information. I will share my observations and concerns in a constructive manner, while honoring confidentiality. I will work to build and maintain trust.	I will represent the programs and services of Bellin College in a positive manner, both internally and externally. I will seek opportunities for personal and professional growth.
Information Technology	Emotional Intelligence
I will use technology and BS resources appropriately. I will use a variety of professional resources to inform my decisions. I will embrace and use new and emerging technology. I will understand the importance of privacy and potential abuses of protected patient / college information. I will maintain professional boundaries when using social media.	I will have a good understanding of my own strengths and weaknesses. I will assess and manage my emotions and those of my peers and others. I will encourage people and celebrate their growth, efforts, and contributions. I will help my peers and others when they struggle or fail.
Professionalism	Service
I will adhere to the code of ethics and scope of practice for my chosen profession and protect the patient's right to quality care. I will understand my role and my responsibility to respond in a timely manner, following through on all commitments I have made. I will exercise sound reasoning to analyze issues, make decisions and solve problems.	I will be positive, friendly, and kind in my interactions. I will place people before tasks. I will strive to serve the needs of internal and external communities.

Parking: Bellin College Campus

- Staff/Faculty Parking: Back of building
- Student Parking: Front or back of building
- Visitor Parking: Front or side of building

All students are responsible for transportation to and from the Bellin College campus, general education campus, field trips, and clinical experiences. On campus parking is available free of charge. While attending clinical, students must adhere to the parking regulations specific to the clinical locations.

Student ID Badge

The ID Badge is the official identification for all students. Student ID badges must always be worn when on Bellin College property and during Bellin College clinical training. Students must use their ID badges for entry to the campus during campus hours when the doors are automatically locked (weeknights and weekends).

- All students are responsible for safeguarding their own ID badge. Lost or stolen ID badges should be reported immediately to IT services or security to be disabled.
- Upon graduation, student ID badges are collected by the Student Services Department Assistant (room 106).

Undergraduate

- Undergraduate student photos are to be taken during orientation by Student Services personnel.
- The administrative assistant of Student Services will coordinate photos for students unable to attend orientation.
- Students cannot submit their own photo.

Replacement ID Badge:

A \$10 replacement fee applies to lost, stolen, or damaged badges, as well as name changes.

Smoke-Free/Tobacco-Free Campus

Bellin College is a smoke and tobacco-free campus. All areas of the College are designated as non-smoking/non-vaping/non-tobacco areas. Additionally, smoking, vaping or the use of any tobacco products is prohibited on all properties owned, operated, or leased by Bellin College, including the buildings, parking lots, grounds, vehicles, and sidewalks. Tobacco products are defined, but not limited to cigarettes, cigars, pipes and chewing tobacco. Products that produce the illusion of tobacco use (i.e., e-cigarettes) are also prohibited.

Food Service

Food service is available on the campus. The BC Express provides choices such as sandwiches, soups, salads, and snacks. The hours of operation are posted at the College. The Micro Market "Grab and Go" machines, microwaves and refrigerators are always available at both campuses.

Food and Beverage

Food and beverages are allowed throughout the building if the beverage container is covered. Exceptions include the following areas:

- Library, food and/or covered beverages are allowed in the library except the computer workstations.
- Student Success Center, food and/or covered beverages are allowed at any of the workstations except the computers.
- Health Sciences Resource Center (HSRC) areas.
 - Covered beverages are allowed with a top closure are allowed, with the following exceptions:
 - a. No food or beverages are allowed in simulation areas or medical imaging rooms.
 - b. Food is not allowed in lab training or practice areas at any time.
- Science Labs, no food or beverages are allowed.

Emergency Student Contact

Contacting students

Students should inform their families that calls of an urgent or emergency nature should be directed to the One Stop Shop office at (920) 433-6699. Office personnel will attempt to locate the student as soon as possible.

Emergency contact numbers

It is important that student emergency contact information remain up to date. Students can update the emergency contact information in their "My BC" portal.

Emergency Procedures

Bellin College is equipped with emergency phones and call buttons. The emergency phones in the parking lots can be identified by their blue lights. The College's emergency phones call 911 emergency services. There is also an emergency call button located in the campus wellness center. Pressing this button will access 911 emergency services immediately.

The College has a cardiac arrest mobile unit automated external defibrillator (AED) located at the concierge desk in the atrium.

During any type of drill, all students and employees are expected to vacate the building. Students should familiarize themselves with the Bellin College campus emergency evacuation plans posted throughout the building.

Students are encouraged to monitor the College website, their student email and personal cell phone for information in the event of a campus emergency.

Individual(s) Needing Medical Assistance/Event Management Reports

- Formerly Safety Zone
- It is the responsibility of the individual involved, or who discovered the event, to initiate Event Management Report. They are also responsible to report the event to their direct supervisor/faculty and the supervisor/faculty is to inform the appropriate Dean/VP/ and/or President of the event.
- All departments at Bellin College are required to participate in the safety reporting system.
- Responsibilities of the President, or designee, include:
 - a. Review the event.
 - b. Complete the follow-up.
 - c. Determine the quality improvement efforts.
 - d. The President reviews all events.
- If a visitor is injured on the property, please reference the Individual Identified Needing Medical Assistance policy.
- If an injury occurs, any medical evaluation or related bills will be billed through the injured parties' own medical/health insurance carrier.
- Event Management Reports are confidential and protected by Wisconsin State Statute and are not to be placed in a medical record or personnel files. In general, printing of events is not allowed.
- If a student is injured in the HSRC while under the supervision of a HSRC Student Assistant, the Student Assistant should follow the Individual Identified Needing Medical Assistance policy.

Incident Reporting

If you need to report an incident on or off campus related to students or employees. The person involved will need to immediately report the incident to the leader. (ex: Faculty, Program Director, and/or Dean). The person involved will describe in a factual and objective manner how the incident occurred. The appropriate person will fill out the Bellin College Incident Report form. This report form is sent to the Administrative Assistant for Student Affairs and Medical Imaging. The Administrative Assistant for Student Affairs and Medical Imaging fills out the proper paperwork through Bellin Health and notifies the appropriate Dean or Director of the incident. An Ad Hoc committee will follow up on the incident and meet to discuss preventative ways to ensure future safety of the Bellin College community.

Campus Safety and Security

Providing a safe learning environment is important and Bellin College is committed to the safety and security of all students, faculty, staff, and visitors.

Security is provided during all hours of operation. During the entire year, there are security personnel on campus when students have access to the building. For assistance during regular business hours (Monday-Friday 7 a.m. to 4:30 p.m.), contact security at 920-433-6672. Security personnel will also be patrolling the campuses during operating "nonbusiness" hours (evenings and Saturdays) and will be stationed at the reception desk in the Atrium at the Eaton Road campus and at the front desk at the Development Drive campus. The Eaton Road desk can be reached at 920-433-6698. The Development Drive desk can be contacted at 920-433-4316. The security coordinator's office is in room L-48 on the Eaton Road campus.

When contacting security, students should be prepared to provide the following information:

- Full name
- Location of the incident being reported.
- A description of the scene and suspects.

- A description of any vehicles involved in the incident, especially a license plate number.

Please do not assume that someone else has reported criminal activity.

Bellin College is required to publish campus crime and security information on a yearly basis. The 2021-2022 Security Report showed zero arrests, violations, or criminal incidents on campus.

Weapons on Campus

The College campus is a weapon-free environment. No weapons are allowed in any of the College buildings.

It is Bellin College's policy that all persons (except law enforcement personnel) are prohibited from carrying or possessing weapons anywhere on College property, regardless of whether the person is licensed to carry the weapon or not. Bellin College property includes owned or leased buildings and surrounding areas such as sidewalks, driveways, parking lots, etc. Examples of prohibited items include:

- Firearms of any kind, including firearm lookalikes or realistic facsimiles, and any paint guns or weapons that discharge a projectile by air, CO₂ or other gas, or via a spring-loaded mechanism. This includes pellet or BB guns, whether short or long barreled.
- Ammunition of any kind.
- Devices from which an electric current, impulse, wave, or beam may be directed, such as stun and laser guns.
- Sport, game, martial arts, or theatrical equipment such as swords, clubs, batons, darts, blowguns, brass knuckles, throwing stars, or knives.
- Bows, arrows, and crossbows.
- Cutting instruments that are not designed to be used as tools during college related work or educational projects.
- Explosives or incendiary devices.
- Fireworks or firecrackers.
- Dangerous or toxic chemicals, chemical irritants, or chemicals stored or used for anything other than a supervised experiment in a college laboratory.

As required by Wisconsin law, persons with a license to lawfully carry a weapon may have a licensed weapon in their personal vehicle. However, these students must ensure that the weapon is securely stored and is completely hidden from view at all times. Licensed students must also keep the vehicle locked and secure at all times, in addition to complying with all other applicable laws. To ensure a safe learning environment and workplace, Bellin College reserves the right to conduct searches including, but not limited to: searching book bags, purses, briefcases, personal vehicles, jackets, and apparel. Searches may be conducted by Bellin College leadership, leadership appointees, security, or local authorities. If the student refuses the search, however, he or she may be dismissed.

Students are also strictly prohibited from making threats (direct or implied and with or without a weapon of any sort) or engaging in aggressive or violent conduct. They may not display or portray as real any object that resembles a dangerous weapon. Failure to abide by all terms and conditions of this policy may result in discipline up to and including dismissal and/or may result in criminal charges. If a student becomes aware of anyone violating this policy or have questions or concerns about this policy or about weapons or threats of violence in the workplace, please contact Bellin College security or administration immediately.

For more information, visit <https://www.bellincollege.edu/campus-life/safetyand-security>.

Inclement Weather/Class Cancellations

A declaration of inclement weather is a time identified by appropriate local/regional authorities in which warnings are posted and made available to the public advising of non-essential travel restrictions due to weather conditions. Local and regional authorities will post public warnings during inclement weather.

If the College operation is canceled (cancellation of classes, labs and/or clinicals), details will be communicated via text message, the website, student email and/or local radio and television stations.

Information about the closing will be available by 5 a.m. for day classes, labs and clinical and 1 p.m. for evening classes, labs and clinical.

Website:

Check www.bellincollege.edu for cancellations.

In addition to the Bellin college policies noted above, additional policies associated with our high school students will also be in effect.

If a high school is cancelled due to inclement weather conditions, our NA 150 – (Nursing Assistant) and /or HC 100 (Introduction to Health Care Careers) high school classes are also cancelled. If a high school has a 2-hour delayed start time, during which students were scheduled for class here, that class is cancelled. If a high school cancels after school activities due to inclement weather, our NA 150 high school class scheduled during those hours would be cancelled.

Our State of Wisconsin regulated Nursing Assistant Program has mandatory hour requirements. If a class is cancelled, hours missed will be rescheduled by the instructor and made up on a later date.

▶ College and Academic Resources

Information Technology – Electronic Mail Policy

Electronic Mail (email) is a tool provided by Bellin College to complement traditional methods of communications and to improve academic and administrative efficiency. Users have the responsibility to use this resource in an efficient, effective, ethical, and lawful manner. Use of the College email system implies consent to all College IT policies and practices. Violations of the policy may result in restriction of access to the College email system and/or other appropriate disciplinary action.

Senior students who graduate will have their Bellin College email account transitioned to an alumni email account two weeks after graduation. Instructions will be sent prior to the transition.

Scope

This applies to all users of Bellin College technology resources. A "user" is defined as any individual who logs into, uses, or attempts to log into or use a College system; or any individual who connects to, or attempts to connect to or traverse the College network, whether by hardware or software or both, whether on campus or from a remote location.

Policy

The Bellin College Microsoft Exchange email system is the only recognized email system used to communicate between faculty, staff, and students. This is necessary to ensure the delivery and receipt of official communications. Email messages regarding College matters sent from an administrative office, faculty or staff member to students is considered to be an official notice and should be treated as such by the student.

Acceptable Use

Reference the Acceptable Use Policy for guidance on acceptable use, inappropriate use, and user responsibilities. Users must exercise caution when forwarding messages, either internally or externally. Sensitive information - such as social security numbers, addresses, age, gender, etc. - must not be forwarded to any party outside of the College without the prior knowledge or approval of that individual.

User Responsibility

Users are expected to read email on a regular basis and manage their accounts appropriately.

Sharing passwords is strictly prohibited. Each user is responsible for their account, including safeguarding access to the account. All email originating from an account is deemed to be authored by the account owner and it is the responsibility of that owner to ensure compliance with these guidelines.

Privacy

Bellin College will make every attempt to keep email messages secure; however, privacy is not guaranteed, and users should have no general expectation of privacy in email messages sent through the College system. Users must be aware that email can, depending on the technology, be forwarded, intercepted, printed, and stored by others. Email that is not encrypted can be viewed by people other than the intended recipient, while it is in transit or on mail servers. Because messages can be stored in backup systems, email may be retrievable when a traditional paper letter would have been discarded or destroyed.

Email Etiquette

When using email as an official means of communication, users should apply the same professionalism, discretion, and standards that they would use in written business communication. Furthermore, users should not communicate anything via email they would not be prepared to say publicly. The following practices should be followed when using email.

- Use a meaningful subject line when sending a message.
- Be concise.
- Use proper spelling, grammar, and punctuation.
- Avoid abbreviations that the reader may not be familiar with.
- Do not attach unnecessary files.
- Use proper layout and structure.
- Do not overuse the high priority option.
- Use upper- and lower-case letters in your message. Messages typed in all upper case give the impression of shouting.
- Be selective about recipients. Use of distribution lists or 'reply all' features should be carefully considered and only used when necessary.
- Read the email before sending.
- Only use delivery and read receipts when necessary.

System Monitoring

Bellin College collects statistical data about its email systems consistent with generally accepted business practices. The College monitors the use of email to ensure the ongoing availability, reliability, and security of the system. The College may employ, at any time, tools to analyze statistical information to detect unauthorized usage, denial of service attacks, capacity planning and network problems. Under certain circumstances, it may be necessary for the IT staff or other appropriate College officials to access email files to maintain the system, to investigate security abuse incidents, and violations of this or other College policies. Such access will be on an as-needed basis and any email accessed will only be disclosed to those individuals.

Mailbox Size Limits

The Outlook mailbox quota is set at 2GB for all users, this includes the messages in your inbox, sent items, and deleted items. The College has the right to restrict the amount of user space on the email server as necessary and to revise the size restrictions, as necessary.

Records Retention

Individuals are responsible for saving email messages as they deem appropriate. Messages are automatically purged from folders in order to save storage space. Automatic purge amounts are as follows:

- Sent - 365 days
- Deleted Items - 90 days
- Junk - 30 days

Inbox items are not automatically deleted. Individual users are responsible for deleting unneeded email in order to stay within their mailbox quota.

Email Size Limits

A 100-megabyte size restriction for all email is enforced whether being sent or received. This is necessary to preserve network bandwidth and mailbox storage resources.

Email Signature

Email signatures indicating name, job title, address, contact info, and other particulars are strongly recommended for all email messages whether sent to internal or external receivers.

Data Backup

The email system is backed up on a nightly basis and stored for 30 days.

Supported Mail Clients

Microsoft Outlook and Outlook Web Access (through Internet Explorer) are the officially supported methods for accessing email. Use of an alternate method, such as the Outlook Express or OWA via Chrome or other Internet browser is not supported by the College.

SPAM and Virus Protection

Bellin College utilizes SPAM filtering and anti-virus software. Virus-infected email often appears to be sent from a friend or coworker and will contain an attachment. This attachment is the virus carrier and, by opening the attachment, the virus code is executed. Attachments should be opened only when you are sure of the sender and message.

IT Services will make every effort to prevent these types of messages from entering our system. Contact the Helpdesk if any doubts exist; helpdesk@bellinCollege.edu; (920) 433-6666.

College Logo

The Bellin College logo is the property of Bellin College. Anyone wishing to use these logos must obtain written permission from the marketing director in the Marketing office.

The logo may not be altered or embellished. With permission, the words "Bellin College" or "BC" may be used in place of a logo. This policy applies to all items that may be offered for sale through Bellin College student organizations. Items to be sold by student groups with reference to the Bellin College name or logo must have prior approval from the marketing director.

***Note:** Logos are available in multiple file formats as well as single color versions. Please contact the Marketing department for more information.*

Primary Bellin College Logo



Social Media Use

Facebook, Twitter, and other social networking websites create opportunities to form or maintain friendships. Users choose to disclose their identities and determine how they represent themselves to the public at large. Students are reminded that pictures and information posted on the internet via programs such as Facebook and Twitter are public information. Students must ask permission to use the Bellin College logos in any self-initiated communication on any social sites. Pictures and/or information from these sources that describe/document behavior that violates Bellin College policies or the code of conduct (on campus or at College-sponsored events) is subject to further investigation and verification by the College. Students are reminded of the importance of upholding the standards of confidentiality as they progress through community, lab/simulation, patient, and clinical experiences.

Regarding social media, the college will consider the safety of our students, the reputation of the students and programs, college values, student foundational behaviors, etc. If there is a misuse of social media, such as professionalism, bullying, substance abuse, illegal action, etc., the college has a right to investigate the concern. Any College policy violations that are documented because of such an investigation will result in appropriate disciplinary action by the College.

Student organizations are allowed to have social media accounts that represent their organization. However, for each social media account, a username and password must be on file within the student affairs office, and each student organization facilitator must also have access.

The usage of the Bellin College logo is not permitted on social media except for the official Bellin College social media accounts. If a student wants to make a non-related student organization account on behalf of Bellin College students, it needs to be a private account and must state it is not affiliated with the official Bellin College pages. All student organizations are responsible for their actions and posts.

If a student organization is looking for help in regards or creating a graphic or post, they can contact the Bellin College Marketing Department.

Any College policy violations that are documented will result in appropriate disciplinary action by the College through the appropriate conduct process.

► Student Services and College Policies

Accommodations Request for Students with Disabilities

Bellin College is in compliance with the Americans with Disabilities Act (ADA) to provide all students with the appropriate, necessary, reasonable, and affordable accommodations for those with documented disabilities. If a student anticipates requiring any auxiliary aids or services, they should contact the Accommodations Specialist.

Accommodations are determined as a result of self-disclosure by the student of their disability. This is completed confidentially with the Accommodations Specialist. This is followed up with a comprehensive individualized assessment and review of the required documentation from a licensed professional. The following are the written documentation guidelines:

- Current diagnosis (testing must be within three years)
- Submitted by a licensed clinician qualified to make the diagnosis in the area of specialization.
- Clearly stated diagnosis.
- Names and scores of psychological and psycho-educational instruments used in arriving at the diagnosis.
- How the diagnosis impacts the student's functioning.
- Recommendations for accommodations
- Any related supporting medical or academic documentation

Each academic year students must renew their accommodations by filling out the appropriate documentation and have it sent to the Accommodations Specialist. The exception to this is students in the BSN 15 month accelerated program.

Students Rights and Responsibilities

Each student with an identified and documented disability has the right to receive reasonable accommodations from Bellin College:

1. Equal access to courses, programs, facilities, services, and activities offered through Bellin College.

2. Equal opportunity to learn, receive appropriate accommodations, academic modifications, and equipment needed to ensure equal access.
3. Adherence to confidentiality of all information regarding their disability and to choose to whom information about their disability is disclosed, except as permitted or required by law.
4. Accessibility to necessary information will be available in reasonable formats, pertaining to the student's individual disability.

Each student with an identified and documented disability has the responsibility to ensure they meet and follow through to:

1. Meet qualifications and maintain essential institutional standards for courses, programs, services, and activities. (i.e. completing assigned work in courses undertaken)
2. Identify themselves in a timely manner as an individual with a disability when accommodations and modifications are needed and seek information and assistance as needed from appropriate sources designated by the college, as soon as possible.
3. Provide appropriate and Bellin College comprehensive documentation when seeking accommodations from approved licensed professional by (a) describing the nature of the disability, (b) describing how the disability limits the student's participation in courses, programs, services activities, and facility needs and (c) recommends the type of accommodation needed to afford equal access and opportunity for the student.
4. Once the student has supplied the college with the appropriate documentation the accommodations specialist (or designee) will review the appropriate documents to create an accommodations plan. During this time the college will determine if the accommodations will best benefit the student in their studies and future career.
5. Once an accommodations plan is made the student will have the opportunity to review the plan and sign the release of the accommodation notification.
6. The accommodations specialist will release the accommodations plan to the appropriate people.
7. Accommodations must be renewed yearly before each fall semester.

Title IX

Title IX is a federal civil rights law passed as part of the Education Amendments of 1972. This law protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." Bellin College is only responsible for responding to conduct that occurs within its education program or activity. This policy does not apply to off-campus, private settings, which are not an education program or activity of Bellin College. The policy and grievance procedures do not apply to college community members outside of the United States.

Bellin College's policies and procedures are intended to afford a prompt response to reports of sexual misconduct, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of College policy. Bellin College promptly and thoroughly investigates and resolves complaints alleging sexual harassment, including sexual violence, and/or sexual discrimination. Bellin College offers resources and support to all College community members experiencing concerns. We encourage you to make us aware of these concerns so that we can offer support and resources to you and/or those involved.

To learn more about the policy, procedure and reporting structure please visit our website.

<https://www.bellincollege.edu/campus-life/student-services/policies-and-procedures/title-ix/>

Harassment and Discrimination

Bellin College's policies and procedures are intended to afford a prompt response to reports of non-sexual harassment and discrimination, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of College policy. Bellin College promptly and thoroughly investigates and resolves complaints alleging non-sexual harassment and discrimination.

Bellin College offers resources and support to all College community members experiencing concerns of harassment and discrimination misconduct. We encourage individuals to make the college aware of these concerns so that support and resources may be offered. The Discrimination/Harassment Complaint Form can be used to report a concern of misconduct. This form is located at <https://www.bellincollege.edu/campus-life/student-services/policies-and-procedures/>. In an emergency, please always call 911.

This policy applies to all College community members. Vendors, independent contractors, and other outside parties who conduct business with the College through affiliation and other agreements will be expected to comply with this policy as well, as specified by the terms of any contract or agreement between the College and such third party.

Bellin College believes that everyone should be treated with respect and dignity and that any form of harassment and/or discrimination is a violation of human dignity. The College condemns harassment and discrimination and maintains a "zero-tolerance" for it. Students, faculty, and staff have the right to work and learn free of harassment and discrimination. The College will take all reasonable efforts to prevent and promptly correct instances of harassment and/or discrimination. Additionally, students, faculty, and staff have the right to a structured process for resolving problems, complaints or grievances relating to the execution of institutional policies.

Bias Incident Reporting

In order to flourish in an educational and work environment, all members of a college campus must feel safe and respected as equally valued members of the community. At Bellin College we support the freedom for all to express their points of view and the open exchange of ideas. This is true even in situations where those points of view may run counter or potentially be inflammatory to some. However, freedom of expression does not give permission for anyone to engage in speech or behavior that is rooted in intentional displays of hate or to act on their biases in ways that intimidate or threaten the safety of other individuals. A bias incident is defined in the policy as "behavior that is hostile, harassing, intimidating or discriminatory and is based on actual or perceived race, color, religion, ethnicity, national origin, sexual orientation, gender, gender identity, disability or other difference."

The actions of undergraduate and graduate students are expected to be consistent with the standards of conduct, core values, and student foundational behaviors. Bias incidents affect the well-being and success of campus community members and contradict the professed values of Bellin College; thus, the college has the responsibility to be proactive in preventing and being prepared to address the full range of bias incidents.

To be considered a bias incident, the act is not required to be a crime under any federal, state or local statutes. Colleges and universities may handle bias incidents through grievance procedures, such as the student conduct process, or through educational programs to enhance awareness and enable prevention of such acts.

The Director of Student Affairs and DEI (or designee) will be in contact with the student who has been accused of the bias incident within five business days of the report.

Hate Crimes

A hate crime is any bias incident that involves a crime of violence, property damage or threat. According to deferral and Wisconsin laws, which can include:

- Written graffiti on the side of a student's car.
- A social media post threatening to assault a specific individual because of their membership in a protected category.

While the majority of reported instances of bias-related actions on college campuses may best fit the definition of a noncriminal bias incident, hate crimes do happen on college and university campuses and must be reported to meet Clery Act requirements.

All bias incident reports are considered confidential. All parties, students, and employees are required to exercise confidentiality and privacy in relation to all verbal and written communications.

Reporting Options

If you have experienced or witnessed a bias incident, there are several ways to submit a report: Students can use the online report form that is available. Once the form is completed and submitted, the Director of Student Affairs or designee will follow up.

Students may submit a phone report by calling the Director of Student Affairs and DEI by calling 920-433-6656 during business hours. If one decided to leave a message, a call will be returned at the earliest possible time during the next business day.

An in-person report can be made by scheduling a meeting with the Director of Student Affairs or Dean of Students and Allied Health Sciences

Why Should I Report

While bias incidents sometimes target specific individuals, they often violate an entire group or community. Graffiti on the wall, defaced fliers, anonymous emails, and slurs or language meant to harass individuals convey a message of intolerance. By reporting such incidents, you help the college community to maintain a positive learning, living, and working environment.

For more information please visit <https://www.bellincollege.edu/campus-life/student-services/policies-and-procedures/>

Student Behavior/Code of Conduct

Students are expected to follow Bellin College rules and conduct themselves in a manner compatible with its values. Violations of College rules will be handled administratively and may result in disciplinary action, such as monitoring, probation, or dismissal.

Any student who behaves poorly or has a detrimental influence on other students, will be disciplined based upon the severity of the offense.

Student Responsibilities

Students shall:

- Never act in a manner that would pose a threat to the health (physical and/or mental) or safety of a member or members of the College community.
- Never conduct himself or herself in a disorderly, lewd, indecent, or obscene manner on College's property or at College sponsored or supervised functions.
- Always conducts himself or herself appropriately to reflect a professional healthcare provider. When engaging in College activities, students should project a professional image in both their attire and demeanor.
- A consensual dating or sexual relationship between any College employee and a student is deemed unprofessional and is therefore prohibited, unless the two people are married. A violation of this policy may result in disciplinary action including dismissal.

Classroom/Coursework Responsibilities

All coursework submitted must be an original representation of the student's work. Plagiarism, unauthorized collaboration and/or submission of another person's work are not permitted.

- A student who registers must be the same person who participates in, completes, and receives the academic credit.

Property Responsibilities

Students shall:

- Never forge, alter, or misuse College documents, records, or other College or hospital/healthcare agency records.
- Never steal or damage property belonging to the College, hospitals, community or an individual.

- Only use College or practicum facilities as authorized and appropriate.

College Operation Responsibilities

Students shall:

- Be honest in all activities relating to the education program.
- Never obstruct or disrupt teaching activities, administrative functions or other College or practicum activities.
- Always uphold the rules, regulations, and College policies.
- Always comply with the directions of College personnel.
- Always uphold rules of any College, university, medical, hospital or community facility associated with the College.

Welfare, Health, and Safety Responsibilities Students shall:

- Never use, possess, or distribute narcotics, hallucinogens, mind, or body-altering drugs, controlled substances, or dangerous drugs except as expressly permitted by law.
- Never consume, possess, distribute or be under the influence of alcoholic beverages in violation of Wisconsin State Law or College policy.
- Never misuse fire emergency equipment such as alarms, emergency phones, call buttons, fire extinguishers, hoses, etc.
- Never possess or use firearms, explosives, dangerous weapons, or other items that could injure people or property while on Bellin College, Bellin Health, or clinical site property.
- Never smoke or use tobacco on Bellin College property and adhere to such policies of clinical agencies.

Students not in compliance with these responsibilities are subject to disciplinary action, including monitoring, probation, or dismissal. An immediate suspension may result in an ask to participate in an alcohol, drug, or other screening. The student in question may be put on temporary suspension until the incident has been investigated by appropriate college personnel and results in the student's return to good standing, probation, or dismissal.

Student Rights and Responsibilities

Students can expect their rights to freedom of expression and association and to fair treatment if they respect those rights for their fellow students and the staff. Students will be expected to follow teachers' directions and obey all school rules. Disciplinary procedures will comply with the requirements of State and Federal law.

Parents have the right to know how their child is succeeding in school and will be provided with information on a regular basis and as needed, when concerns arise. Many times, it will be the responsibility of the student to deliver that information. If necessary, mail or hand delivery may be used to ensure contact. Parents are encouraged to build a two-way link with their child's teachers and support staff by informing the staff of suggestions or concerns that may help their child better accomplish their educational goals.

Students must arrive at school on time, prepared to participate in the educational program. If, for some reason, this is not possible, the student should seek help from the principal or designee.

Adult students, age eighteen (18) or older, are expected to follow all school rules. If residing at home, adult students should include their parents in their educational program.

Student Behavior Conduct Hearing Procedures

The purpose of the Student Behavior Conduct Hearing Procedures policy is to ensure an equal and fair process for student issues related to violating the Bellin College policies, values, and student foundational behaviors.

All aspects of the Student Conduct Hearing Procedure are confidential. All parties, students, and employees are required to exercise confidentiality and privacy in relation to all verbal and written communications.

Conflict of Interest

In the event of any conflict of interest which will be identified through self-declaration by any of the members, the individual will remove themselves from the Student Conduct Hearing. The Director of Student Affairs and DEI (or designee) will rule on any challenges regarding conflict of interest.

The actions of undergraduate and graduate/professional students are expected to be consistent with the standards of conduct, core values, and student foundational behaviors.

Hearing Preparations

The Director of Student Affairs and DEI (or designee) will be in contact with the student who has been accused of misconduct within five business days of the report.

The Director of Student Affairs and DEI (or designee) will review all suspected misconduct and will decide if a hearing is necessary. The student has the right to request a hearing for due process.

The hearing will be scheduled if needed within five to ten business days after contact with the student in question.

Hearing Body

The complainant, victim (if different from the complainant), the respondent, the witnesses (if any), the Director of Student Affairs and DEI (or designee), appropriate program director and/or appropriate dean will be invited to attend the hearing.

Hearing

An electronic or other verbatim record will be made of all hearings. This record will be retained for one month following the hearing or until the conclusion of any appeal process, whichever is longer. The record will then be destroyed, except in cases of suspension and expulsion, when the electronic record shall be retained with the student's record.

At the beginning of the hearing, introductions will be made. The respondent will be informed of standards alleged to have been violated which may include student policies, student foundational behaviors, etc.

The complainant/victim will be asked to describe what happened, and the respondent will have the opportunity to respond.

If witnesses are necessary, they will be asked to describe what happened beforehand to collect evidence, and the respondent will have a chance to respond.

All communication between the respondent, complainant, victim, and witnesses will be directed to the Director of Student Affairs and DEI or designee.

The Director of Student Affairs and DEI, appropriate program director, and/or appropriate Dean may ask questions of any respondent, complainant, or witness during the hearing.

Deliberations

At the conclusion of the hearing, the respondent, complainant, and witnesses will be asked to leave the room. These individuals will not be present during the deliberations of the decided plan of the Director of Student Affairs and DEI appropriate program director, and/or appropriate Dean. Deliberations will begin immediately following the hearing and a decision will be made within five business days.

Outcomes

The Director of Student Affairs and DEI will use the Student Performance Plan (SPN) to communicate and document the outcomes of the hearing. If a student is found to have violated Bellin College's policies,

student foundational behaviors, etc., disciplinary action will be taken against the student. The following are examples of consequences that may be imposed if a student is found responsible for violations of the Bellin College Student Foundational Behaviors/Code of Conduct:

1. College Monitoring
2. Probation
3. Dismissal
4. Limitations of Activities
5. Loss of Privileges

Appeals Process

If the student believes that the process and procedures outlined in this policy were not followed correctly or that the process was unfair an appeal may be submitted to the President/CEO in writing. The Appeals Form is located in the Director of Student Affairs and DEI office.

The student has 14 business days of the outcomes to file an appeal to the President/CEO or designee(s). The president/CEO or designee(s) will review all documents, communications, etc. or meet with the student, administrator and supervisor, or the members of the Ad Hoc Committee to determine whether the process and procedures were followed.

The President/CEO may render one of the following decisions:

- Finds evidence of violation of the process and procedures of this Policy, the President/CEO will direct the administrator to review the case anew.
- Finds no evidence of violation of the process and procedures of this Policy; the President/CEO will uphold the ruling.

The President/CEO will respond, in writing, within 15 business days of receipt of the appeal. The decision of the President/CEO is final and not appealable.

Dress Code Policy for Nursing Assistant Students

The purpose of this policy is to provide direction for appropriate appearance/professional image in the classroom, lab, and clinical sites.

Procedure

ID Badge

- No alterations to the badge are allowed.
- The badge must be clipped at the top of the collar or scrub top.
- The badge must be visible at all times.

Uniform

- Uniforms are required to be clean and wrinkle-free.
- The uniform must be of appropriate size. Tops and pants too small, too large, too long or too short are not acceptable. Tops must cover skin at all times.
- Pants are to be worn at waist level.
- Skirts must be supplied by a uniform company and be black, grey or the same color as the uniform top
- Undergarments lines should not be noticeable when bending or reaching.
- May wear long white sleeve shirt underneath uniform with this top tucked in.

Shoes and Socks:

- Students must have a pair of shoes that are for client care only.
- White clean shoes in good repair are required. The shoes must be closed-toe and closed-heel.
- Socks must be white.

Hair, Nails and Make up:

- Hair should be neatly styled, clean, and drawn back from the face.
- Barrettes, hair clips and headbands must be plain, neutral colors (black, white, gray or a matching color to uniform).
- Headscarves (worn as a symbol of religious faith) may be worn but must fastened when working in patient care areas for safety reasons.
- Cloth surgical caps may be worn under the healthcare provided bouffant hats in areas where hats are required.
- Hair cannot be extreme in color or style.
- Beards, sideburns, and mustaches must be neatly trimmed.
- Makeup should be conservative and natural-looking.
- Artificial nails and nail polish are not allowed.
- Natural nails should be clean and short (not to exceed ¼ inch past the fingertip.)
- False eyelashes of any type are not allowed.

Jewelry, Body Piercings and Tattoos:

- Acceptable jewelry includes:
 - A plain wedding band (no stones).
 - A conservative, plain wristwatch (no ornamental stones). Fitness bands included.
 - A single, small post earring worn in the lower lobe of the ear.
- Unacceptable jewelry includes:
 - More than one earring per ear.
 - Fashion rings.
 - Necklaces.
 - Bracelets.
 - Smart Watch.
- Students are not allowed to wear body-piercings on the tongue or any visible body part.
- All visible tattoos must be covered except for tattoos from the wrist(s) to fingertips.

General Considerations:

- Students are expected to practice good hygiene.
- Students should not wear scents.
- No gum is allowed.

Consequences and Expectations

Students who fail to comply with the dress code may be subject to disciplinary action including dismissal from the clinical site and the potential for an unsatisfactory clinical evaluation.

On a case-by-case basis for religious, cultural, or medical reasons exceptions may be made. Exceptions must be obtained from the appropriate Program Director and the Department of Health Services prior to the start of clinical.

Headscarves (as a symbol of religious faith) may be worn but must be contained when working in patient care areas.

► Student Health and Safety Policies

Admission Health and Safety Requirements

Upon acceptance into the College, a student's pre-entrance medical information will be reviewed. This will include pre-entrance criminal background information and immunizations. If health requirements are not completed, the student may not be able to attend class, lab or clinical.

Documentation of required immunizations, such as measles, mumps, rubella (MMR), hepatitis B, varicella (chickenpox), tetanus, flu, and tuberculosis (TB), and Covid-19.

Immunization Requirements

The below immunizations are required to participate in the Bellin College clinical settings and progress in the curriculum plans. Prior to entering the clinical practicum courses, students must provide proof they meet the health requirements for the clinical agency in which they will complete their clinical education.

Measles	Positive immune blood titer <u>or</u> dates of two vaccines.
Mumps	Positive immune blood titer <u>or</u> dates of two vaccines.
Rubella	Positive immune blood titer <u>or</u> dates of two vaccines.
Varicella (Chickenpox)	Positive immune blood titer <u>or</u> dates of two vaccines. If you have had Chickenpox, you will need a blood titer. If you have had varicella (Chickenpox), you must provide documented results of a positive blood titer showing proof of sufficient immunity. History or documentation of the disease IS NOT acceptable proof of immunity.
Hepatitis B/ Hepilisav-B	HEPLISAV-B (2 Vaccine Series) OR Hepatitis B (3 Vaccine Series), OR Post Vaccination Antibody Screen - This is a series of either two or three vaccinations and post vaccination antibody screen. The vaccination series is voluntary but is highly recommended for all students entering a health career field. OR a Positive Hepatitis B Antibody Titer.
Meningococcal	Date of one vaccine or signed declination.
Tetanus	Td or Tdap is required. A booster is required every 10 years.
Flu Vaccine	Clinical requirements and recommendations from the Center for Disease Control (CDC) indicate flu vaccines are mandatory. Each clinical site will have flu season protocol/requirements that students will be expected to abide by, which includes proof of compliance in receiving the flu vaccination. Flu vaccines are administered for free at the College in the fall of the academic year.
Tuberculosis (TB)	It is a requirement of all applicants to have two TB tests before admission. The Two-step TB screening involves receiving the test, then returning to have it read within a specific time period. The second step involves the process repeated one to three weeks after the 1 st TB skin test.
COVID-19 Vaccine	Students must be fully vaccinated or have an approved exemption on file by the time classes start. If a student is a late admit, the student will be allowed 5 weeks to complete the vaccination series or exemption approval. If you are declining the COVID vaccine, you must have an approved exemption from the College. If you would like to apply for an exemption, please reach out to the Health and Wellness Coordinator. Disclaimer: COVID guidelines and timelines must be followed per each clinical agency.

Blood titers showing immunity must be documented as “antibodies present”, “immune” or have an ISR value of 1.10 or higher. The general health of the applicant must be deemed adequate for meeting the program outcomes of the degree. Any declination of vaccines will put the student’s ability to advance through the curriculum in jeopardy.

Criminal Background Information Reporting

Criminal background checks of all applicants/students are required and reviewed by the Dean of Students & Allied Health Sciences. This is in compliance with the Wisconsin Caregiver Law. Bellin College reserves the right to deny admission or terminate enrollment of any student because of his or her criminal history. Information surrounding criminal history is collected via CastleBranch, Inc. during the application process. Those who have been convicted or have charges pending (of specific crimes/offenses that would bar them from clinical experiences as a student or employment and/or licensure as a caregiver) will be denied admission and/or dismissed from the College.

An enrolled student is responsible for reporting any criminal charges to the Dean of Students & Allied Health Sciences within two business days. The Dean will review the implication of the charges and/or conviction in relationship to the Wisconsin Caregiver Law, the student's ability to participate in clinical experiences, the student's continued enrollment at the College as well as licensure implications. The Dean of Students & Allied Health Sciences will inform the appropriate Dean and Program Director of any findings.

Nursing courses with a clinical component may not be taken by a student who: a) who has been denied licensure by the board; b) whose license is currently suspended, surrendered or revoked in any United States jurisdiction or c) whose license/registration is currently suspended, surrendered or revoked in another country due to disciplinary action. Students must notify the Dean of Students & Allied Health Sciences if they are in violation of these requirements.

Student Services is responsible for managing and maintaining student records. Documentation is confidentially recorded and filed. **Please note:** An applicant/student should keep all documentation of any event leading to a positive background check for application to their licensure exam.

Concentra-Bellin Health Services for Students

Concentra-Bellin Health and Bellin College are the primary providers of student healthcare services for Bellin College. Appointments are needed for immunizations.

Bellin Health System – Concentra-Bellin Health

2920 Ramada Way	Hours:
Green Bay, WI 54313	Monday – Friday.....7:00 a.m. – 5:00 p.m. (closed holidays)
Phone: (920) 305-0360	Saturday & SundayClosed

Flu vaccines are administered for free at Bellin College each fall. If a student receives a flu vaccination at a facility other than Bellin, the student must provide evidence of receiving the vaccination and sign a declination form showing the vaccination has been received outside of Bellin College.

► Admissions Policies and Procedures

The Bellin College Nursing Assistant program has established admission criteria, functional ability categories required for each student and has developed parameters to establish reasonable accommodations and nondiscrimination.

Admission Requirements

- All requirements for program entry must be completed prior to entry into the program
- Students must be at least 16 years of age
- Documentation of immunization history
- Able to push, pull and lift 50 pounds of weight
- Completion of Functional Ability Inventory (signed by parent/guardian for students under 18 years of age)

Clinical Requirements

The following must be completed prior to attending clinical:

- Caregiver background check
- Completed immunization documentation
- TB skin testing – two step testing is required. This means that the skin test is given, then read on two separate occasions within a 21day period. This requires 4 separate visits to the health care provider.

Technical Standards Inventory

The American with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973 prohibits discrimination of persons because of her or his disability. Bellin College makes every effort to ensure a quality education to students. The purpose of completing the Technical Standards Inventory is to ensure that students acknowledge that they have been provided information on and can meet the technical standards required in the Nursing Assistant Program. If it is not clear whether a student can meet the functional ability criteria, Bellin College reserves the right to request additional information which may include a medical examination.

Non-discrimination

It is the policy of Bellin College to be nondiscriminatory because of race, color, creed, national and ethnic origin, religion, age, gender, gender identity, sexual orientation, marital status, or disability in the admission of students, in student programs, and in the employment of College faculty and staff.

▶ Registrar Policies and Procedures

Course Drop Procedure

A course drop is defined as cancelling the nursing assistant program after attending the first-class session. Students must consult their high school guidance counselor and the Nursing Assistant Primary Instructor if considering dropping out of the program as there are implications for grading, tuition, and possible loss of tuition refund. The following timeline is used for withdrawal from the Nursing Assistant program once class sessions have begun.

Student Withdraws

Class session 1-5 –No tuition charge, no grade given, and course not transcribed

Class session 6-16 - Calculated refund, grade of "W," course on transcript

Class session 17-22 – No refund, grade of "F"

Of course, we realize unforeseen circumstances can occur due to ill health, injury, or family emergency. These situations will be looked at on a case-by-case basis. This policy does not supersede the high school drop policy.

Record Retention

All Nursing Assistant class records are maintained for a period of three years in a locked file cabinet in a locked room at Bellin College. After three years student information is discarded in a manner protecting student confidential information. In the event the Bellin College Nursing Assistant Program is no longer operational, student records less than three years old will be housed at Bellin College as described previously.

Student records include:

- Student identifying information
- Attendance records: individual sign in sheets for each day attended to include class, lab and clinical
- Incomplete/complete tracking form: completed if student were to incomplete and need to make up sessions.
- Grade Summary: including grades of each quiz, exam and final with calculation of final grade.
- NA Evaluation and Skills Checklist: copy of completed check list and evaluation form with student/instructor signatures
- Confidentiality forms: copy with signed name printed name and date
- Nursing Assistant Technical Standards Inventory: signed and dated by student. Two copies, one signed by student or parent upon application and the other signed by student or parent on first day of course.
- Handbook Statement of Understanding: signed and dated by each student AND parent.

- Certificate of completion.

Program Termination

The instructor and/or Bellin College Administration reserve the right to terminate a student's connection with the program at any time for sufficient reason. Upon recommendation of the faculty and school administrators, a student may be asked to withdraw or receive a failing grade for any of the reasons listed below.

- Personal health status, which creates actual or potential unsafe clinical conditions or is detrimental to successful completion of the experience. The inability to perform technical standards required for program.
- Absence from class or clinical assignments, which interferes with the instructor's ability to evaluate progress.
- Failure to abide by policies of the school, the Nursing Assistant Program, or of the clinical facilities.
- Unethical conduct. Examples: cheating, dishonesty, violating confidentiality, stealing.
- Lack of aptitude for Nursing Assistant as evidenced by inefficiency, neglect of duty, or failure to develop personal habits considered basic for Nursing Assistants.
- Failure to meet scholastic standards of the Nursing Assistant Program.
- Failure to have a completed and accepted caregiver background check prior to first day of clinical.
- Failure to have a current health card, including current TB skin testing prior to first day of clinical.

► Academic Policies and Procedures

Attendance Policy

To assist in preparing the Nursing Assistant graduate to be successful, regular class attendance is **mandatory**. The student must be on time and present at all sessions to satisfactorily meet program competencies and provide for accurate evaluation of performance.

The State of Wisconsin Nurse Aide Training Program regulations require **100% attendance** at class, lab and clinical. To meet the requirements, every Nursing Assistant student must complete **all** 90 hours.

Procedure

Regular attendance is **mandatory**. Per State of Wisconsin Policy, any missed class or clinical hours **MUST** be made up. Missed classroom hours must be made up as classroom time and missed clinical hours must be made up as clinical time. If you know you cannot attend all class and clinical sessions, we recommend you not register for the course.

Students are required to contact the instructor prior to missing a class or clinical. Arrangements for making up the time will be coordinated. In the event more than eight (8) hours are missed, program withdrawal or drop is recommended.

Absence and Rescheduling

Due to State of Wisconsin Nurse Aide Training Program regulations, 100% class, lab, and clinical attendance are mandatory. All missed class or lab or clinical time must be made up. Make up assignments are not an option; the exact number of missed hours must be made up.

The program coordinator or instructor will develop a makeup plan with the student.

Classroom Hours

- All classroom hours (except the final class session) must be completed before attending clinical.

Lab Exams

- All lab exams must be completed before attending clinical.

Clinical Hours

- All clinical hours must be finished prior to taking the final exam.

Classroom time must be made up with classroom hours, lab time must be made up with lab hours and clinical time must be made up with clinical hours.

Each missed class or clinical session will result in a 2% deduction from your overall final class grade. The program coordinator reserves the right to modify this policy based on case-by-case basis.

Upon conclusion of each class, students will be asked to complete a course evaluation and a faculty evaluation form for each classroom instructor. Students will also be asked to complete an evaluation of their clinical experience.

Electronic Devices

Electronic devices include, but are not limited to, cell phones, lap top computers, or tablet devices. Electronic devices within the classroom and lab may be utilized by the students for appropriate learning purposes as determined by the faculty member. Clinical agency policies will dictate use of student electronic devices in the clinical areas. Cell phone ring tones shall be put on "vibrate/silent" during entire course. Cell phone should be stored with personal belongings during exam time. Students using the electronic devices during the course for non-class activities, may be requested at the discretion of the instructor to turn off the electronic device. Students with repeated violations and/or course disruptions due to inappropriate use of electronic devices will be referred to the appropriate Program Director for disciplinary measures.

Please note: Clinical sites may have additional policies regarding the use of electronic devices. Ensure that you are familiar with these policies before using your device at a remote location.

First incident

The student will be given a verbal warning and instructor documentation will occur.

Second incident

The student will be given a formal written warning by the instructor and receive an automatic 2% reduction in the final grade point average.

Third incident

The student will be dismissed from the course resulting in either a course withdrawal or course failure.

Absolutely NO CELL PHONES are allowed in the clinical setting for any reason. They may be stored in your vehicle and accessed during break or lunch. Students should give family members the facility phone number, should emergency contact be needed.

If a cell phone is brought into the clinical site, this results in automatic course failure.

Grading Policies

The following grading system is used to determine course achievement in classes. A grade of 80% is required to pass the Bellin College Nursing Assistant Program.

Clinical Grade

The clinical grade will be "S" = Satisfactory or "U" =Unsatisfactory based on the student's performance in the clinical setting. No more than 2 "U" s are allowed within each category. If there are more than 2 "U" s in one category the student will receive an unsatisfactory grade for that category. Any Unsatisfactory grade will result in failure of the clinical component and failure of the program.

Assignments and Assessments	Percent of grade
Quizzes	10 %
Workbook + Assignments	15%
Exams	40% (10% each)
Final Exam	30%
Bed Bath Check Off	5%
Clinical/Lab Performance	Must receive a satisfactory review of Lab performance by instructor

Grading Scale

	Letter Grade	Grade Points Per Credit	Numeric Grade Equivalent
	A	4 points	93-100
	AB	3.5 points	90-92
	B	3 points	85-89
	BC	2.5 points	82-84
Bellin College Minimum Progression Requirement	C	2.0 points	77-81
	D	1 point	70-76
	F	0 point	Below 70

Each course is graded in its entirety. A student must be successful in all course requirements to receive a passing grade. The course outcomes are represented in all course components.

Late Assignment or Late Test Policy

Points for late assignments will be deducted as follows from the final assignment grade:

- 1 calendar day late = 4 percentage points
- 2 calendar days late = 8 percentage points
- 3 calendar days late = 16 percentage points
- 4 calendars days late = grade of zero

Example: If a student received a 94% on the assignment submitted after the assignment submission deadline:

- 1 calendar day late = final grade of 90%
- 2 calendar days late = final grade of 86%
- 3 calendar days late = final grade of 78%
- 4 calendar days late = final grade of zero

Any deviation from this policy must be approved by the Program Director. Extenuating circumstances will be handled by faculty on an individual basis.

Workbook and Worksheet Assignments

These assignments are due on the dates noted in the detailed class schedule. The on-time completion of the workbook/worksheet assignments is worth 15% of the final GPA. Assignments must be entirely completed before a student is eligible for the clinical portion of the course.

Quizzes

There are four (15-16 question) quizzes throughout the course. These are completed remotely from home through the Honor Lock Test Taking Program. Quizzes count for 10% of the final GPA.

Exams

There are four (50 question) regular exams throughout the course, plus the final exam. These are also taken remotely from home through the Honor Lock Test Taking Program. There are no re-takes offered on these exams. The 4 exams count for 40% of the GPA.

Final Exam

This exam counts for 30% of the GPA and is taken after the student has completed the clinical portion of the course. An 80% score must be achieved on the final exam to pass this course. This is the only exam that you are offered one re-take. The highest grade that will be recorded for the final exam re-take exam will be an 80%, even if the student scored higher. If the student is not successful with earning an 80% score on the re-take exam, the student has failed the course.

Bed Bath Checkoff

Students must demonstrate, 1:1 to a teacher, competent skills associated with giving a complete bed bath. Students are scored on skills related to the following topics: infection control; safety; communication; privacy and changing an occupied bed. A passing score on this skill is 80%. If this score is not achieved on the first attempt, one re-test of this skill is offered. Students who re-test, start with a loss of 10 points, therefore grading starts with 90%. A student can only lose 10 points and still pass this skill with a score of 80%. Failure of the re-test attempt, results in the student failing the course and not being allowed to proceed to the clinical setting.

How to stay eligible to attend the clinical portion of the course

The combined scores on all components are added together:

- Workbook/Worksheet assignments +
- Bed Bath Skill demonstration (or alternate assignments) +
- Quiz scores +
- Exam scores +

These components represent the theoretical or knowledge part of this course. A student needs to show aptitude for the theoretical basis of this course with a score of no lower than 80%. If the total of this classroom work falls below the 80% cutoff, the student has failed the course at this point, and is not eligible to proceed onward with the clinical portion.

Technical Standard Inventory Required for Nursing Assistant Program

Technical Standards	Representative Activities/Attributes
Gross Motor Skills	<ul style="list-style-type: none">• Move within confined spaces• Maintain balance in multiple positions• Reach above shoulders (IV poles, etc.)• Reach below waist (plugs electrical appliance into wall)• Reach out front
Fine Motor Skills	<ul style="list-style-type: none">• Pick up objects with hands• Grasp small objects with hands• Write with pen or pencil• Key/type (use computer)• Pinch/pick or otherwise work with fingers• Twist (turn objects/knobs using hands)
Physical Endurance	<ul style="list-style-type: none">• Walk or stand for extended periods (4-8-hour shifts)• Sustain repetitive movement• Maintain physical activity for a period of 5-8 hours
Physical Strength	<ul style="list-style-type: none">• Push and pull 50 pounds (position client, move equipment)• Support 50 pounds of weight (ambulate client)• Lift 50 pounds (pick up child, transfer client, bend to lift an infant or child)• Carry equipment/supplies• Use upper/lower body strength (perform CPR, physically restrain a client)• Squeeze with hands (operate fire extinguisher)

Mobility	<ul style="list-style-type: none"> • Twist • Bend • Stoop/squat • Move quickly (respond to an emergency) • Climb stairs
Hearing	<ul style="list-style-type: none"> • Hear normal speaking level sounds (person to person report) • Hear faint voices such as a whisper within a range of 3 feet • Hear when not able to see lips (when masks are used) • Hear auditory alarms (fire alarms, call bells)
Vision	<ul style="list-style-type: none"> • See objects up to 20 inches away (information on computer screen, skin conditions) • See objects up to 20 feet away (client in room) • Use depth perception • Use peripheral vision • Distinguish color and color intensity (color codes on supplies, flushed skin/paleness)
Tactile	<ul style="list-style-type: none"> • Feel vibrations (palpate pulses) • Detect temperature (skin, solutions) • Feel differences in surface characteristics (skin turgor, rashes) • Tell differences in sizes, shapes (palpate vein, identify body landmarks) • Detect environmental temperature
Smell	<ul style="list-style-type: none"> • Detect body and environmental odors (foul smelling drainage, alcohol breath, smoke, gasses, or noxious smells)
Environment	<ul style="list-style-type: none"> • Tolerate heat and humidity (giving showers) • Tolerate strong odors • Tolerate exposure to allergens (latex gloves, chemical substances, pets, etc.) • Tolerate strong soaps
Reading	<ul style="list-style-type: none"> • Read and understand written documents (flow sheets, charts, graphs) • Read digital displays
Math	<ul style="list-style-type: none"> • Convert numbers to and from metric and American systems (calculating intake and output) • Tell time • Count rates (pulse) • Read and interpret measurement marks (measurement tapes and scales) • Add, subtract, multiply and or divide numbers • Document numbers in records (charts, computerized data)
Communication Skills	<ul style="list-style-type: none"> • Speak English • Write English • Listen/comprehend both written and spoken words
Emotional Stability	<ul style="list-style-type: none"> • Establish working relationships • Provide client with emotional support • Adapt to changing environment/stress • Deal with the unexpected (client condition, crisis) • Focus attention on task • Cope with own emotions
Problem Solving	<ul style="list-style-type: none"> • Know the difference between serious and minor problems • Apply knowledge and skills • Organize and use information • Use long-term memory • Use short-term memory

Interpersonal Skills	<ul style="list-style-type: none"> • Establish rapport with individual, families and groups • Respect/value cultural differences in others • Handle interpersonal conflict
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Clinical Supervision of Students

The clinical hours will take place at either a long-term care or acute care facility with a total of 16 hours of clinical experience. The total hours of clinical experience are 40 hours. Each clinical group will consist of six to eight students per instructor.

Instructor Responsibilities:

- Participate in the planning, implementation and evaluation of the curriculum while being attentive to program outcomes and relevant deadlines.
- Support the assessment of student academic achievement as a means toward student growth and continuous curriculum improvement.
- Maintain a learning environment that is effective and promotes the best possible development of the individual in a creative and humanistic way.
- Provide a learning environment that supports student development of critical thinking, decision making and problem solving.
- Provide guidance for appropriate learning and personal development of students.
- Demonstrate a high standard of professional conduct and practice that students may emulate
- Communicate and interpret program mission, philosophy, values, goals, policies, curriculum and activities to students, faculty, clinical facilities staff, and members of the community
- Function in partnership with clinical agencies and the community at large in planning, implementing, and evaluating optimum student learning activities.
- Utilize Bellin College resources in a wise manner, and provide effective and efficient high-quality classroom, lab, and clinical instruction in a variety of learning situations.

State Exam/Certification

To become a Certified Nursing Assistant (CNA) and be listed on the Wisconsin Nurse Aide Registry, you must also pass a knowledge and skills competency exam. The cost of this exam is \$125. This fee is in addition to your course fee and is not funded by your high school. Further information about the exam will be given to you by your instructor throughout class. For additional information, please refer to the Headmaster Candidate Handbook provided to you on the first day of class.

State of Wisconsin Nurse Aide Competency Exam

Upon graduation, a student will be eligible to take the state examination for Certified Nursing Assistants (CNA's). Upon completion of the Nursing Assistant Program, you can use the title Nursing Assistant (NA) or Nurse Aide. After you take and successfully pass the State of Wisconsin Nurse Aide Competency examination, you can use the title Certified Nursing Assistant (CNA) or Certified Nurse Aide.

The certification exam consists of a written test and skills performance testing. To be certified, the candidate must successfully pass both components. In the event the student fails the written or skills portion, they can retest, repeating only the portion which they failed. You will be given a Nurse Aide Candidate handbook during this class to use as a study tool when preparing for your competency exam. Classroom faculty will assist students in completing the online competency testing application. Per State of Wisconsin requirements all students must test within one year of program completion. However, for your best chance of success, it is recommended that you test as soon as you can after completing the program.

Confidentiality of Protected Health Information

Provide direction in the care and use of confidential patient information.

Clinical experience requires students to access protected health information about clients. The Health Insurance Portability and Accountability Act (HIPAA) require health information about clients to be secured and keep confidential.

Each student has a legal and ethical need to protect a client's right to privacy. Client information will not be shared in any form or medium, including written, verbal, or electronic methods, with anyone other than those who are directly responsible for patient's care and treatment. Patient identifiers include name, medical record number, birth date, date of admission, and date of discharge. Patient care information will be discussed only in-patient care areas, and with acute awareness of who is within hearing range.

While students may write down essential information for the preparation and care of clients, information that identifies a client in any way may NOT be taken from the clinical site. No records may be photocopied for any reason. It is unlawful to disclose any individually identifiable information. This relates to information about past, present and future:

- Physical and mental health
- Provision of health care to client
- Payment for client's health care

Violation of this policy may result in clinical dismissal and/or legal and financial consequences.

▶ Student Performance Remediation and Due Process

Student Grievance Procedure

A grievance is an individual student's claim of unfair and/or non-equitable treatment regarding established policies, procedures, and regulations of Bellin College. A student has a right to express a grievance without prejudice, penalty, or reprisal. The College believes in resolving issues at the lowest level possible. If there is more than one student involved, each student must file a separate grievance. A grievance submitted by a group of students will not be accepted.

To provide students with a direction to voice their concerns, a four (4) step grievance procedure has been established for an individual student to express problems, concerns, or disagreements relative to their experiences at the College. If resolution is obtained in any given step, that resolution is considered final. The procedural steps outlined below need to be completed sequentially within the timeframes outlined in each step. Before filing an official grievance, the college community highly recommends first having a conversation with the Director of Student and Affairs and DEI or the designated Dean or Director to resolve the issue a hand.

All aspects of the Student Grievance Procedure are confidential. All parties, student, and employees are required to exercise confidentiality and privacy in relation to all verbal and written communications.

Procedure:

Step 1: Informal Grievance Process

The student speaks to the College employee (faculty or staff member) to whom they have the concern with about the believed infringement of unfair and/or non-equitable treatment regarding established policies, procedures, and regulations of Bellin College. The concern must be articulated in a manner that is specific to the infringement and/or unaccepted treatment.

Possible following outcome:

- The issue is resolved.
- The issue is unresolved and proceeds to Step 2.

Step 2: Informal Grievance Process

The student meets with the Director of Student Affairs and DEI (or designee). This is to occur within 2 business days following Step 1.

The Director of Student Affairs and DEI (or designee) to:

- Provide the student with the name of the employee's immediate supervisor.
- Notify the involved employee of the situation via a face-to-face meeting.

- Arrange and meet with the involved employee, their supervisor, and the student within 3 business days of the notification of the dispute to attempt to resolve the concern at the lowest level possible.

Possible following outcome:

- The issue is resolved.
- The issue is unresolved and proceeds to Step 3.

Step 3: Formal Grievance Process

If the student is not satisfied with the outcome of the informal grievance process, the student may begin a formal grievance process by documenting their grievance and the steps that have been taken to resolve the situation. The student completes the Student Grievance Procedure Step 3 Form located in the Director of Student Affairs and DEI office.

- Student name, address, phone number, and College email address
- Date of situation/incident
- Description the situation or incident to include the name of the College employee involved
- Steps that have been taken to resolve the situation
- Outcome of prior steps and communications with those involved
- Expectations for resolution
- Provision (attachment) of any supporting documentation related to the grievance
- Student signature and date to certify that the student has reviewed the Student Grievance Procedure, and understands their rights, obligations, and responsibility to the process

The documented Student Grievance Form is submitted to the Director of Student Affairs and DEI (or designee) who will supply copies to the employee and employee's immediate supervisor within three (3) business days of Step 2. The College employee has three (3) business days to respond in writing to the student. A copy of the response will be provided to:

- Employee's immediate supervisor.
- Director of Student Affairs and DEI
- Appropriate cabinet member

Possible following outcome:

- The issue is resolved.
- The issue is unresolved and proceeds to Step 4.

Step 4: Formal Grievance Proceeds

If the formal grievance proceeds to Step 4 the Director of Student Affairs and DEI (or designee) then meets with the College employee and student separately within three (3) business days to inform them that the grievance has progressed to the final step.

The Director of Student Affairs and DEI (or designee) convenes and meets with the Student Grievance Ad Hoc Committee within three (3) business days of meeting with the student. This Committee is chaired by the Director of Student Affairs and DEI (or designee) and members include: the appropriate Academic Dean, appropriate Program Director, a staff member, a student representative chosen from the Student Senate. If any member(s) of the Committee feels they are unable to be impartial they will be recused and replaced with another member.

The student and involved College employee will be given the opportunity to meet with the Committee to expound on their side of the grievance, as the committee may ask for further information or clarification from any or all involved during the meeting. The Student Grievance Ad Hoc Committee has 5 business days to make a decision on the Grievance based on the review of information provided and applicable College policies, procedures, and regulations. The committee shall base its decision upon the record of the meeting and shall not consider matters outside of the record.

The Student Grievance Ad Hoc Committee may determine:

- The Student Grievance is incomplete and request additional information. If additional information is required, the student or involved College employee has 3 business days to provide that information to the Ad Hoc Committee.
- The Student Grievance is in favor of the student.
- The Student Grievance is dismissed and provides a rationale for their decision.

The Director of Student Affairs and DEI (or designee) shall provide to the College employee and student involved the outcome of the committee's decision in writing via certified mail and College email. A copy of the letter will be provided to the President/CEO. The outcome shall include:

- Findings of fact in chronological order
- A statement of the individual student's claim of unfair and/or non-equitable treatment regarding established policies, procedures, and regulations of Bellin College that is alleged to have been violated
- An opinion on the validity of the grievance
- Remedial recommendations and the final outcome

An official record of the process and all steps taken to resolve the grievance will be documented and kept in a sealed file in a fireproof cabinet. Additionally, the grievance will be recorded on a separate document of all grievances in the President/CEO office.

Appeals Process

If the student or College employee believes that the process and procedures outlined in this Policy were not followed, within 10 business days of the date of the Student Grievance Ad Hoc Committee's decision an appeal may be submitted to the President/CEO in writing. The Appeals Form is located in the office of the Director of Student Affairs and DEI

Within 14 business days of receipt of the appeal, the President/CEO or designee(s) may review and communicate with the student, the College employee, the administrator and supervisor, or the members of the Ad Hoc Committee to determine whether the process and procedures were followed.

The President/CEO may render one of the following decisions:

- Finds evidence of violation of the process and procedures of this Policy, the President/CEO will direct the administrator to review the case anew.
- Finds no evidence of violation of the process and procedures of this Policy; the President/CEO will uphold the ruling of the Grievance Ad Hoc Committee

The President/CEO will respond, in writing, within 15 business days of receipt of the appeal. The decision of the President/CEO is final and not appealable.

For more information, please visit <https://www.bellincollege.edu/campus-life/student-services/policies-and-procedures/>.

► Health Science Resource Center (HSRC) – Resources and Policies

Health Sciences Resource Center (HSRC)

The HSRC provides the link between theory and practice through simulated and hands-on learning experiences. A variety of learning resources are used to enhance understanding, develop psychomotor skills, and build confidence in the health care environment.

Lower Level

- Advance Practice/Procedure Room
- Birthing Suite
- CT Simulator Classroom
- Exam Rooms - Four
- Fundamental Skill Labs
- Health Assessment Labs
- ICU/Pediatric/Emergency Suite Lactation Room
- Mammography Simulation Lab
- MRI Simulator Classroom
- Patient Lounge
- Practice Lab
- Radiology Labs – Two
- Science Lab Classroom
- Simulation Control Rooms
- Simulation Lab
- Standard Classrooms – Three
- Student Lounge
- Surgical Suite
- Virtual Reality Linear Accelerator

HSRC Guidelines

Each student has an obligation to conduct themselves in a manner in accordance with Bellin College mission and values as an educational institution. Violations of College rules, including violations of each respective professional code of ethics will be handled by College administrative personnel and may result in disciplinary action.

Children under the age of 18 are not permitted in any of the HSRC areas, unless approved by Bellin College Administration prior to the event.

Students attire while in the HSRC during hands on practice includes, closed toed shoes, clean clothing, no dangling jewelry, or clothing that may interfere with completing tasks due to safety reasons. Name badges will always to be worn. Bellin College scrubs are to be worn during simulation, check off testing, and during lab courses, time at the faculty's discretion.

Covered beverages with a top closure are allowed, with the following exceptions: **No beverages in simulation areas, medical imaging rooms or science labs. Food is not allowed in lab training or practice areas at any time.**

All students utilizing the HSRC are responsible to assist staff in maintaining safety and cleanliness of the lab environment. This includes returning the space to the way it was set up and disinfecting as directed by HSRC staff. Students will need to wear gloves while using the provided disinfectant wipes.

Equipment in the HSRC

Every effort is made to purchase equipment that is the same as the equipment health care workers use when caring for patients in the clinical setting.

HSRC supplies are for student practice only and are not to be utilized in direct patient care at any time.

Supplies such as Blood Pressure cuffs and Health Assessment Kits are available for check out, for practice at home, through the HSRC coordinators, or student assistants. Students may check out these items for 48 hours. If accommodations are needed for a longer period, the student should discuss this with the HSRC staff. When returning the equipment, students will need to follow the return of borrowed equipment procedure.

- Items are to be returned to an HSRC staff member.

Needle safety devices are to be engaged immediately after use. Sharps are to be discarded in a secure sharp's disposal box after use on models or manikins to avoid accidental skin puncture with a non-sterile needle. This includes but not limited to: needles for injections, IV catheter needles, lancets for finger-stick blood samples, and/or needles for lab testing, etc.

Any disposable items such as tongue blades are to be discarded immediately after use on a live person.

NO needles or sharps are to be removed from the HSRC. (No exceptions)

► Nursing Assistant Course Information

Course Information

Please refer to the Syllabus that is available in our online learning management system known as canvas. The outline will explain course content, requirements, and grading.

Course Format

The Nursing Assistant Certificate Program is a 90-hour program consisting of 74 hours of classroom/lab, and 16 hours of clinical in a local health care facility.

Workbook/Worksheet Assignments

The detailed course schedule will indicate when the workbook/worksheet assignments are due. This is required to be completed on the student's own time. These assignments provide application of knowledge and skills acquired in the course. The on-time completion of these assignments has a value of 15% of the final GPA.

Classroom/Lab

74 hours will be spent with the instructor in the classroom/lab. These 74 hours will be comprised of theory presentation, skill demonstration, skill practicing, and return demonstration of those skills. Classroom homework, assignments, and quizzes and exams must be completed before attending clinical.

Clinical

Each student is required to complete 16 hours of clinical. The clinical is held in local health care facilities. An instructor will be present at the clinical site and must be present on the unit when students are performing skills on clients. Instructors may assign students to pair with facility staff, while still maintaining oversight of the learning experience. Clinical will be done in groups of 6 to 8 students. Students are considered guests in these facilities and must always behave professionally and respectfully.

Inappropriate behavior at clinical is grounds for failing the program.

The clinical experience requires students to use health information and read clients records in detail. Prior to clinical experience, students will sign a Confidentiality Statement. It states that students and employees of Bellin College will abide by confidentiality policy of the clinical site. Classroom faculty will assign students to the clinical site.

Program Completion Requirements

To successfully complete the Nursing Assistant Program, a student must pass the classroom, lab, and clinical portion.

Classroom

- All quizzes, exams, workbook assignments, and successful demonstration of the bed bath skill must be completed prior to attending clinical.
- The student must have achieved a minimum passing score of 80% on the combination of scores from all the components named above.
- If a score of less than 80% is received on the final exam, the student will be given one opportunity to retake this exam with the highest score for retake being 80%.
- If a score of 80% is not achieved on the final exam, the student will fail the course.

Lab

- All skills must be performed competently in the lab setting before the student can go to clinical

Clinical

- The clinical grade will be S=Satisfactory or U=Unsatisfactory based on the student's performance at the clinical setting.

- No more than two unsatisfactory grades are allowed within each category. If more than two unsatisfactory grades are received, an unsatisfactory grade will be given for that category. Any unsatisfactory category grade will result in failure of clinical, resulting in failure of the course.

Upon graduation, a student will have completed three credits. In the event a student is not successful in the classroom/lab or clinical, the entire program must be repeated.

Patient Lift Policy

Students will be trained to transfer clients safely and according to the principles of patient care ergonomics and with proficiency in the use of available equipment that is used to transfer clients. Equipment used to transfer clients includes, but is not limited to, mechanical lifts, friction reducing devices, wheelchairs, and gait belts.

Students will be trained, regardless of age, on the use of mechanical lifts. A clinical site may refuse to allow a student under the age of 18 in a nurse aide training program to transfer a resident using a lift since employees under 18 are prohibited from doing so, however the clinical site should allow a student to practice the skill on another student or instructor using the facility equipment.

Student Evaluation of Course and Faculty

The Student Evaluation of Course and Faculty is to be completed by students enrolled in the course at its completion. This tool includes an evaluation of classroom, lab, and/or clinical, as well as an evaluation of faculty members within the course. The evaluation is to provide guidance for the distribution, collection, analysis, and results delivery of electronic/online completion of the evaluation of course and faculty.

- On the last day of the Nursing Assistant Course, the instructor will direct the students to the faculty evaluations found in the online learning system we use, called Canvas. The instructions regarding completion will include the confidential nature of the evaluations as well as the importance of providing constructive feedback.
- Within two weeks following the closing of the collection period, all results (numeric and comments) will be shared electronically with the Dean of Academic Affairs, the appropriate Program Director, and the course faculty.
- A copy of the evaluation results will be retained for a period of 3 years.



Statement of Understanding

I have received the Bellin College Nursing Assistant Program handbook. I understand that I am responsible for the content of this handbook and have had the opportunity to ask questions. I further understand the information within the handbook is subject to change. Any changes will be provided in writing.

Name of Student (please print)

Date

Signature of Student

Signature of Parent



Bellin College admits students of any race, color, gender, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of age, race, color, disability, sex, gender, sexual orientation, gender identity, national and ethnic origin or other protected classes in administration of its educational policies, admissions policies, scholarship and loan programs, and other school-administered programs.