



# Baptist Health Sciences University

Student Handbook  
2025-2026

## Student Handbook

Baptist Health Sciences University  
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The Baptist Health Sciences University at 1003 Monroe Ave., Memphis, TN 38104 maintains an academic environment free of discrimination including harassment. Discrimination, harassment and retaliation based on race, color, national origin, ethnicity, sex, sexual orientation, gender, gender identity, disability, religion or age are prohibited in the University's programs and activities. The Director of Human Resources is the designated University official responsible for handling any complaints related to discrimination, harassment and/or retaliation. If you believe you are a victim of discrimination, harassment and/or retaliation you may contact the Director of Human Resources at 901-572-2445, Room 920, Collaboration Building or email [Jessy.Fowler@baptistu.edu](mailto:Jessy.Fowler@baptistu.edu) and/or file a complaint using the University's grievance procedures. Information on the grievance procedures can be found in the Student Handbook, and on the University intranet (My Campus/Students/Student policies/Alleged Discrimination Grievance—Complaint Policy—Students) and website. Inquiries regarding the University's nondiscrimination policies can be addressed to the Director of Human Resources at 901-572-2445 or 20 South Dudley, Suite 920, Memphis, TN 38104 for in-person inquiries. Mailed inquiries can be sent to 1003 Monroe Avenue, Memphis, TN 38104

Baptist Health Sciences University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, baccalaureate, and doctoral degrees. Questions about the accreditation of Baptist Health Sciences University may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling 404-679-4500, or by using information available on SACSCOC's website ([www.sacscoc.org](http://www.sacscoc.org)).

In accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (ADA), as amended, Baptist Health Sciences University provides accommodations for students with disabilities on an individual basis. Baptist Health Sciences University adheres to all applicable federal and state laws with respect to providing reasonable accommodations to give equal educational opportunities to qualified disabled individuals. The Provost (Suite 922, Collaboration Building), is the designated official responsible for the University's compliance efforts under the Rehabilitation Act and the Americans with Disabilities Act. The Provost ensures that the University's facilities, programs and services are accessible to and usable by individuals with disabilities. Students who have accessibility questions or who need accommodations should contact Laurie Brooks, ADA Coordinator, Room 101A, Health Science Building, 901-572-2570, email [Access.Services@BaptistU.edu](mailto:Access.Services@BaptistU.edu). Employees or visitors who have questions should contact the Director of Human Resources, 20 South Dudley Suite 920, Collaboration Building (901-572-2445) [Jessy.Fowler@BaptistU.edu](mailto:Jessy.Fowler@BaptistU.edu) or mail inquiries to 1003 Monroe Avenue, Memphis, TN 38104.

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## INTRODUCTION

Welcome to Baptist Health Sciences University (ed. beyond this, “BHSU” will mean one and the same.) We are glad you have chosen our University to pursue your academic studies in health care. You will find many valuable resources in this handbook to assist you during your time here as a student at BHSU. As in any organization, we have rights, responsibilities, and a corporate culture to which our faculty, staff, and students all subscribe. The Student Handbook is designed as a reference for you in understanding these policies and procedures of the University. As a student, you have the responsibility and accountability for understanding and applying the information contained in the Student Handbook throughout your enrollment.

All policies may be found in their full version in [MyCampus under the tab Students/Student Policies](#).

Whenever the word "campus" is mentioned in the Student Handbook, it may refer to any and all sites associated in any way, either directly or indirectly, with BHSU, Baptist Memorial Hospital, and/or Baptist Memorial Health Care Corporation.

Disclaimer: Baptist Health Sciences University reserves the right to change, remove or supplement any material contained in this handbook as necessary. Any changes apply to both current and new students. The University will make reasonable effort to notify students of changes.

### University Mission

Baptist Health Sciences University prepares graduates for careers of service and leadership by providing a comprehensive health sciences education within an integrated environment of learning and Christian principles.

Building on the legacy of education since 1912, BHSU is a private institution which seeks to attract a diverse student population who shares commitments to Christian values and ethics, academic excellence, and lifelong professional development. In response to the trust expected of institutions preparing future health care professionals, the academically rigorous environment requires students' active engagement in learning through a variety of instructional modes.

In partnership with Baptist Memorial Health Care, BHSU extends the learning environment beyond the classroom to include experiences found in health care settings throughout the Mid-South.

To fulfill its mission, Baptist Health Sciences University is committed to:

- Educating individuals to value competence, caring and collaboration in their roles as members of the inter-professional health care team.
- Developing students to become engaged learners, scholars, and leaders in their chosen professions.
- Creating a collaborative and supportive learning environment in which students are encouraged to develop intellectually, socially, and spiritually.
- Providing a curriculum that reflects a strong general education and scientific foundation.
- Promoting and rewarding excellence in teaching, professional practice, and scholarly activity.
- Contributing positively to the health status of the community.
- Fostering an atmosphere of respect for cultural diversity and the dignity of all persons.

## University Vision

To be distinguished regionally for innovation and excellence in health sciences education which prepares graduates to transform health care.

## University Values

The shared values of our learning community are:

### *Integrity*

Aspiration Statement: BHSU models high ethical standards in all aspects of learning, teaching, service, and business.

### *Professionalism*

Aspiration Statement: BHSU provides an environment that promotes the competence, character, and commitment of faculty, staff and students to their careers and vocations.

### *Service as an expression of Christian values*

Aspiration Statement: BHSU fosters a Christian environment where servant leadership is modeled in all aspects of learning, teaching, service, and business.

### *Continuous Improvement*

Aspiration Statement: BHSU strives to be innovative and promotes ongoing assessment to achieve organizational and personal excellence.

## University Seal

The official seal of Baptist Health Sciences University, displayed on the first page of this handbook, represents the University's rich heritage and exciting future. The seal has the date 1912, which commemorates the establishment of the Baptist Memorial School of Nursing.

The emblems at the heart of the seal are those engraved over the Madison Avenue entrance to the original Baptist Memorial Hospital in Memphis. The three images are the hand resting upon an open Bible, the hand of service raised in commitment, and a branch of the tree of knowledge. These images portray our belief in Higher Education with a Higher Purpose and our conviction that people who choose the health care professions have been called to the mission of extending Christ's work of compassionate healing. With this seal, BHSU demonstrates its foundation in tradition as well as its futuristic vision.

## Alma Mater

The Alma Mater for Baptist Health Sciences University was written in 1998 by Mr. Ray D. Hatton, former Minister of Music at First Baptist Church of Memphis. Mr. Hatton, a faculty member in music when the campus opened in 1995, chose musical selections at academic ceremonies and chapel services. We are very grateful to Mr. Hatton for our Alma Mater, which beautifully expresses the University's principles.

We gather here today  
To lift our voice in prayer  
And for our College give God thanks,  
A place of growth and care.

On her traditions strong  
We build for future days.  
With life-long learning as our goal,  
We raise our song of praise.

To higher purpose called,  
We go from here to give  
A helping hand, a healing touch,  
A life of love to live.

## Student Rights and Responsibilities

### Student Rights

Students enrolled in any program or course at BHSU have the right to:

- A course syllabus that includes learning outcomes, course requirements, and evaluation process.
- The opportunity to discuss, inquire, and express their views in the classroom, in conference, and in the practice setting through appropriate forums, or through written communication, provided the student does so with civility, and in accordance with the BHSU Standards of Student Conduct.
- A fair and timely academic and performance evaluation based upon the course learning outcomes and course requirements.
- Protection of confidentiality regarding release of information from student files in accordance with institutional, state, and federal guidelines.
- Be respected as a unique individual and to be treated fairly.

### Student Responsibilities

Students' responsibilities include, but are not necessarily limited to:

- Abiding by all published policies, regulations and standards of BHSU, including any revisions published during the academic year.
- Attending planned learning experiences (both classroom, internship, and clinical) to achieve course student learning outcomes and successful application of knowledge in the practice setting.
- If a student chooses not to participate in a planned learning experience for any reason, their progression may be delayed. Professional licensing requirements established by the State of Tennessee and/or national accreditation/certification standards require all students to participate in a specified amount of clinical hours involving direct patient care. If students choose not to participate in the clinical experiences for any reason, their progression may be delayed. Students are aware of the risks associated with planned learning experiences which include, but are not limited to, physical or psychological injury, pain, suffering, contagiousness, illness, temporary or permanent disability, economic or emotional loss, and/or death. By participating in the planned learning experiences, students acknowledge they have been made aware of risks, known or unknown, associated with or attributable to their planned learning experiences.
- Satisfying all financial obligations to the University.
- Demonstrating respect for the rights of others in interactions with administration, faculty, students, and patients and staff of university-affiliated outside agencies.
- Participating in the purposeful evaluation of courses, programs, and/or activities.

## Campus Facilities

Access to all University facilities requires a university-issued identification badge.

At the Campus Hub facility, University Campus Security is on duty at the Information Center 24 hours a day when classes are in session. The building closes at 10:30 p.m. and is only open to residents after that time. Please see section on “Building Hours” for full information on hours of operation in all buildings on campus.

Students, faculty or staff members who are expecting a guest or delivery must meet the guest or delivery personnel at the entrance to the building. Guests of students must check in at the Information Center of the Campus Hub Building and obtain and wear a Visitor badge while they are on campus. Additionally, guests are required to remain with their student host at all times while on campus and abide by the same University policies and Standards of Student Conduct as students. Students will be held responsible for their guest’s behavior while on campus, or while attending University sponsored events.

The intercom at the front entrance and/or gate can be used for assistance by contacting the Information Center. Identification badges are not to be given or loaned to anyone else. ID badges must be worn while on campus.

Charges for damaged/or lost ID badges:

- ID badges which are returned intact but are non-functional will be replaced at no cost. Lost ID badges will be replaced with a \$10.00 fee.
- The University ID badge also serves as the access card for university parking lots.
- If you have questions or a problem with your badge, contact the Information Center or call 901- 572-2468.

### Building Hours

Campus Hub Access Times:

M-F 6:00 a.m. - Midnight

Sat. 6:00 a.m. - Midnight

Sun. 1:00 p.m. - Midnight

Annex Building Access Times:

Student Center: Open 24/7 for all students.

If after midnight, a non-resident student must press the button at the entrance gate of the Monroe Lot to gain access (only while visiting the Annex student center) and must sign-in at the Campus Hub Information Center before going into the Annex.

Annex Classroom:

M-F 6:00 a.m. - 10:30 p.m.

Sat. 6:00 a.m. - 6:00 p.m.

Sun. CLOSED

Health Sciences Building Access Times:

M-F 6:00 a.m. - 10:30 p.m.

Sat. 6:00 a.m. - 6:00 p.m.

Sun. CLOSED

Nursing Building Access Times:

M-Sun 6:00 a.m. - Midnight

College of Medicine Building Access Times:

M-Sun 6:00 a.m. - Midnight

Collaboration Building Access Times:

M-F 6:00 a.m. - 10:30 p.m.

Sat. 6:00 a.m. - 6:00 p.m.

Sun. CLOSED

## Campus Security

Maintaining a safe and secure environment requires a partnership between students, staff, and the University. Suspicious conduct should not be ignored or taken lightly. It is the responsibility of every student or employee to report actions which are, or appear to be, threatening or have the potential for violence. Threats or the knowledge of threats directed toward any individual, and suspicious people or situations on BHSU property should be reported immediately to Security through the Information Center using the campus emergency number 901-572-2911. In the event of a situation which poses immediate danger, individuals should call 911.

The University maintains security measures which serve both employees and students. It is the expectation that students will participate in security awareness. As part of this awareness, students must wear their ID badge at all times while on campus. The University has an extensive security camera system campus-wide; outside areas are well lit, and the Security staff patrols around the clock. If there is a need for general assistance from Campus Security, please call the University's Information Center at 901-572-2468. Security staff are available at designated times for escorts to vehicles and to other campus buildings. Shuttle services are available M-F from 7:00 am – until not needed.

Violation of a security policy is viewed as a serious offense. Disciplinary action may include immediate loss of campus housing or other University privileges and other appropriate action, up to and including dismissal from BHSU.

## Parking Guidelines

BHSU offers ample parking for all students, faculty, staff, and visitors. All students and employees are required to register any vehicle that they may be driving to campus. Each individual that registers a vehicle is issued a parking decal. This decal is to be visible when your vehicle is parked on campus. If you are driving a rental car or another car temporarily, please notify Security to avoid being ticketed. If your decal is lost or stolen, report it immediately to Security. Parking tickets can be assigned to your decal even if it is not on your vehicle.

## Parking Fees

All students pay a \$25 fee per trimester for parking access to the Dudley Garage, East, Court, and Camilla lots. Use of the Monroe Lot is limited to residential students who live on campus. Any non-

resident students with special circumstances who receive administrative permission to use the Monroe Lot will pay an additional \$50. Replacement decals are \$10 each.

### **Parking Lots**

BHSU has five main parking lots.

- Monroe Lot (the Campus Hub parking lot) is the lot that enters off Pauline at Monroe and is where the Campus Hub Building and the Annex are located. This lot is available to residential students, employees, and individuals with special needs (determined by university administration). Students have access after 4:45 pm daily and weekends.
  - Court Lot (Pauline and Madison near UT, entered from Court Street)
  - Camilla Lot (Health Sciences Center lot, entered from Camilla) are open to all BHSU individuals that register their vehicles and pay the allotted fee.
  - Union Lot is for faculty, staff, and registered guests. Students have access after 4:45 pm daily and weekends.
  - Dudley Parking Garage (Union and Pauline) is for faculty, staff, students, and registered guests.

### **No Parking Areas**

BHSU has a number of spaces that are reserved for specific purposes. All spaces just outside the Campus Hub entrance gate are for visitors and 15-minute parking for students. There are other reserved spaces that are designated as handicapped, security, administration or faculty, and fire lanes. Please park vehicles in one designated space. Parking on sidewalks and grassy areas is also prohibited. These are ticketable offenses.

### **Parking Tickets**

BHSU reserves the right to ticket vehicles that are in violation of parking regulations or policies. In addition to previously stated policies, tickets can be given for entering an exit gate, failure to comply with a security officer, not having a proper decal, double parking, parking in an unassigned lot, and any other parking related violation. Parking fines must be paid within two weeks. Failure to do so will result in a fine being placed on your student account.

### **Parking Appeals**

If a student or employee wishes to appeal a ticket, they may do so within 48 hours of the ticket being issued, and the appeal must be in writing. All appeals will be emailed to [Rhonda.Johnson-Jones@Baptistu.edu](mailto:Rhonda.Johnson-Jones@Baptistu.edu). If you were ticketed for parking in any area listed above, your appeal must be compelling.

### **Security Reminders**

- BHSU offers shuttle services starting at 7:00 a.m. Contact the Information Center for assistance at 901-572-2468.
- Be smart and take precautions as you walk to and from your vehicle. Walking in groups is encouraged. Security is available to escort students to and from vehicles.
- Make sure you have your ID badge with you and visible at all times while on campus. I
- ID badges grant access to buildings only during specific times. Contact the Information Center for those times or use this link: [Building Hours](#) .
- The Honor Code applies to all aspects of BHSU life, including parking.

## Campus Crime and Fire Safety Reports

Campus crime reports and fire safety reports are available for review on the University's website at <http://www.BaptistU.edu/campus-life/campus-safety-security/safety-reports>.

For general assistance from Security, call 901-572-2468. For campus emergencies, call 901-572-2911.

## Campus Housing

Campus housing provides a thriving community of belonging with other Baptist students. Over 150 spaces for men and women located in the Campus Hub makes it easy for students to take full advantage of close proximity to academic buildings and many amenities. Each suite includes comforts such as a private bathroom, Wi-Fi, and easy access to the University's workout facilities and student lounge. More information on residence life at BHSU can be found on the [University's website](#) and on the MyCampus portal resident life section under the Students tab.

## Fitness Center

The Fitness Center, pool, half basketball court, and other BHSU recreation areas are open for use during regularly scheduled hours to all currently enrolled students, their guests, and BHSU employees.

Guests in the University's recreation areas are limited to 5 per student in the gym and are required to be at least 16 years of age. For the fitness center and pool areas, guests are limited to 3 per student and must be 18 years of age. Guests must observe rules and information on these areas described in the Student Handbook under Campus Life. Please note that children under 16 are not permitted in these areas except during specific, advertised campus activities for families. All guests must be properly checked in at the Information Center, leave a photo ID showing proof of age, and be always escorted by their student or employee host while present in the building. This is a "USE AT YOUR OWN RISK" facility.

### Hours of Operation

The Fitness Center and other recreational areas are open daily from 6:00 a.m. to Midnight, unless the University's hours are adjusted due to breaks or holidays.

### Dress Code

- Shirts and shoes are to be worn at all times while utilizing indoor facilities.
- No shoes with open toes are permitted while using the Fitness Center.
- Students must wear cover-ups over bathing suits when not swimming or sunbathing.
- Conservative swimming attire is required.

### Locker Rooms

Both men's and women's locker rooms are available. They are equipped with showers, restrooms, and lockers. Lockers are for daily use only. You must provide your own lock. Locks should not be left on lockers overnight.

### Pool Area

No one under 18 may use the pool or pool area unless a lifeguard is on duty at university-sponsored events. Please observe all policies regarding guests in the pool area.

- Memphis Health Department requires anyone using the pool to shower before entering.

- No glass containers, chewing gum, or running are permitted in the pool area.
- Individuals with open wounds or sores should not enter the pool.
- No oil-based tanning products are allowed in the pool.
- No diving is allowed.
- If you remove the lane rope between deep and shallow areas, please replace it.
- The Creepy Crawler cleaning device can be taken out of the pool. First, unhook from wall in the pool, then slowly pull the crawler to you, and out of the pool. Please place it back in the pool when leaving the pool area.
- All floats or other recreational items must be removed from the pool before leaving the area.
- There is no lifeguard on duty. Swim at your own risk.

### **Basketball Court**

A half-court size basketball court is available in the gym. Please observe policies regarding guests in the basketball court area.

### **Weight Area**

- Keep the area free of obstructions.
- Replace all dumbbells and weights on appropriate racks after use.
- Remove all weight plates from bars.
- Please wipe off all pads with wipes provided.
- Use weight area at your own risk.

### **Cardio Area**

- Please wipe down equipment with wipes provided.
- Use cardio area at your own risk.
- Please observe all policies regarding guests in the Fitness Center area.

## **ACADEMICS**

### **Intellectual Property Ownership and Copyright Considerations**

It is the intent of BHSU to delineate ownership of authored materials and courses, and to define copyright compliance expectations. BHSU is committed to complying with all applicable laws relating to copyright and other ownership of intellectual property.

### **Use of Copyright Materials**

All materials, regardless of format or creator, are subject to compliance with Tennessee and United States copyright laws, and all appropriate permissions will be secured by the users of the copyrighted materials.

Employees and students must use only lawfully acquired copyrighted works when incorporating any other party's materials into their work product. This would include the use of student-created materials by BHSU employees.

Ordinarily, use of copyrighted material without the permission of the copyright owner is a violation of the rights of the copyright owner. The particular use of a copyrighted work will not be an infringement of the copyright if it is considered a "fair use" under Section 17 U.S.C. § 107, et seq. The determination as to whether a given use amounts to a fair use is made on a case-by-case basis and is very much dependent on the specific facts of the use. No single factor is determinative; that is, there is no one fact about the use at issue that will automatically make it fair or unfair. All factors must be examined and the conclusions as to each weighed and balanced.

Employees and students are advised to exercise great caution in using digital material downloaded from the Internet. Source pages on the Internet frequently contain both copyrighted works and works in the public domain. Access to work on the Internet does not automatically mean that these can be reproduced or reused without permission or royalty payment. Furthermore, some copyrighted works may have been posted to the Internet without authorization of the copyright holder.

Students should seek assistance from a librarian if there is a question regarding material incorporated in a course assignment being copyrighted and/or requiring appropriate permission. Students will find additional instructional information about copyright compliance through library resources posted on the library home page of the University's website.

### Copyright Infringement

Unauthorized distribution of copyrighted material in various electronic and print formats may subject the person distributing the material to civil and criminal liabilities. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or "statutory" damages affixed at not less than \$750 and not more than \$30,000 per work infringed. For "willful" infringement, a court may award up to \$150,000 per work infringed. A court can, in its discretion, also assess costs and attorneys' fees. For details, see Title 17, United States Code, Sections 504, 505.

### Peer-to-Peer File Sharing

Peer-to-peer file sharing programs allow an unknown individual to search and download files from your computer, and are most often used to share copyrighted, illicit, or illegal material anonymously. Use of any such program on the BHSU or Baptist Memorial Health Care Corporation networks is strictly prohibited.

If such a program is determined to be on any computer under the control of BHSU or Baptist Memorial Health Care Corporation, the program will be removed. Sanctions may include computer privileges being terminated, and the employee or student being subject to further campus disciplinary action, up to and including dismissal from BHSU and/or termination of employment.

Employees and students must contact the Customer Support Center at 901-227-7777 before installing any program that may contain peer-to-peer program functionality.

### Family Educational Rights and Privacy Act

#### Confidentiality of Records

BHSU complies with the Family Educational Rights and Privacy Act of 1974 (FERPA). Student rights covered by this Act include the right to:

- Inspect and review information contained in educational records.

- Request amendment of educational records, as per designated procedure.
- Consent to disclosure, with certain exceptions specified in the Act.
- Secure a copy of the University policy.
- File complaints with the Department of Education concerning alleged failure to comply with this Act.

Under the Family Education Rights and Privacy Act, also known as the Buckley Amendment, students may, upon request, review their permanent records after making a formal written request to the Registrar's Office.

### Correction of Education Records

Students have the right to ask to have records corrected that they believe are inaccurate, misleading, or in violation of their privacy rights. For specific procedures, contact the [Registrar's Office at Registrar@BaptistU.edu](mailto:Registrar@BaptistU.edu).

### Parental Notification

Parents of tax-dependent students may be notified when a student is placed on probation or suspended. Parents may also be notified if certain policies and procedures are violated. Documentation of tax dependent students is required on an annual basis.

### Directory Information

The University may disclose any of the directory information items without prior written consent, unless notified in writing during registration during each academic year. BHSU designates the following items as Directory Information:

- Student name
- Student address
- Email address(s)
- Telephone number
- Date and place of birth
- Major field of study
- Past & present participation in officially recognized activities
- Dates of attendance (past & present)
- Honors and awards (including Dean's List)
- Degrees conferred (including dates)
- Most recent previous institutions attended

### Permission to Share/Disclosure

Students who wish to designate someone (i.e. parents, spouse) to have access or involvement with their educational and/or financial records must complete a "Permission to Share" form and submit to the Registrar's Office. This form is available as a fillable .pdf for downloading in MyCampus. Students may revoke this permission at any time during their enrollment at BHSU by contacting the [Registrar's Office](#).

### Transcripts

A transcript is a copy of the academic record of all courses for which a student has registered. Official transcripts have the University seal and signature of the Registrar. Official transcripts can be picked up on campus, mailed, or sent as a secure PDF. Students can request an official transcript online at

<https://www.studentclearinghouse.org/>. There is a fee for each official transcript. Current students can also access unofficial transcripts through My Campus. The Registrar's Office cannot issue copies of transcripts from other Universities or institutions. No transcript will be issued for a student who has not met their financial obligation to the University.

### Professional Licensure/Credentials

Students should be aware that laws regulating the practice of nursing and many allied health professions state that individuals may be denied a license or the privilege of sitting for state and/or national examinations under circumstances of:

- Falsification of application for licensure or registration;
- Conviction of a crime other than a minor traffic violation (convicted or pled guilty);
- Other moral and legal violations specified in Tennessee law, or the state law where licensure or registration is being sought.

Students who think they may have an applicable situation should consult with the appropriate Academic Dean early in their program of study.

### Access Services for Students with Disabilities

In accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended, BHSU provides accommodations for students with documented disabilities on an individual and as-needed basis. BHSU adheres to all applicable federal and state laws with respect to providing reasonable accommodations to ensure equal educational opportunities for qualified disabled individuals.

Access Services is committed to supporting students with disabilities by fostering and facilitating an equal access environment. Access Services provides a contact point for students with disabilities to identify themselves, provide appropriate documentation, determine reasonable accommodations, and coordinate necessary accommodations and services. Our purpose is to help students with disabilities achieve their educational goals, and we do this through collaboration with students, faculty, and staff to develop an accessible and inclusive learning environment.

### How to Request Accommodations

Students requesting accommodation must initiate contact with Access Services to self-disclose a disability and request accommodation(s). This can be done by emailing [Access.Services@BaptistU.edu](mailto:Access.Services@BaptistU.edu).

Please note that reasonable accommodations may not be implemented retroactively, so being timely in requesting accommodations is very important.

Students must complete the [BHSU Request Form for Accommodations](#). This document can be located on the Baptistu.edu website under the Campus Life then Student Services tabs and then clicking Access Services on the left or by clicking this [link](#). The request form must be submitted to [Access.Services@BaptistU.edu](mailto:Access.Services@BaptistU.edu) along with documentation to support a student's disability-related need for access purposes.

The documentation required will vary depending on the nature of the student's disability and the accommodation(s) being requested. Documentation and diagnosis of a specific disability must be completed by a qualified professional. For more information on the documentation needed, please review the Documentation Guidelines located on the Baptistu.edu website under Access Services or by clicking [here](#).

All information provided, including documentation submitted to substantiate a student's disability, will be kept confidential. Requests for accommodation will be evaluated on an individual basis based on a review of the documentation presented and the student's self-report. During the accommodation evaluation, the ADA Coordinator works with the student to develop the most appropriate accommodation(s) to meet the student's disability-related need.

BHSU is not obligated to provide accommodation that would substantially impact the essential nature of the instruction being pursued by the student requesting accommodation or any directly related licensing requirement.

Students who request accommodation and are not satisfied with the outcome have the right to appeal the decision utilizing the Accommodation Dispute Resolution Policy. This policy can be found on MyCampus under policies. Students must initiate the appeal process within thirty (30) class days from the receipt of the decision.

### Student Responsibilities

The student initiates the request for accommodation by contacting Access Services at [Access.Services@BaptistU.edu](mailto:Access.Services@BaptistU.edu) as soon as the need for accommodation is identified.

Students must complete the required *BHSU Request Form for Accommodations* and submit appropriate documentation. This document can be located on the BaptistU.edu website under the Campus Life then Student Services tabs and then clicking Access Services on the left or by clicking this [link](#).

After a student is approved for an accommodation(s), to avoid delays in implementation, the student is responsible for communicating with each professor to aid in scheduling or making arrangements for the provision of the approved accommodation(s).

The student is encouraged to confer with faculty and the ADA Coordinator regularly regarding the effectiveness of their accommodation(s). Students should advise the ADA Coordinator of any changes that may affect their accommodation(s). Additionally, the student must contact the ADA Coordinator in writing to make any changes to an approved accommodation(s).

Students should contact the ADA Coordinator immediately if a faculty member refuses to provide an agreed upon accommodation or unilaterally modifies an agreed upon accommodation.

Students who receive accommodation and would like accommodation to be continued in subsequent terms must email their course schedule for the next term to the ADA Coordinator no later than one month prior to the start of the next term's classes. The course schedule should be emailed to [Access.Services@BaptistU.edu](mailto:Access.Services@BaptistU.edu).

### Faculty Member's Responsibilities

The role of the faculty member is to provide accommodation only when the ADA Coordinator has provided an Academic Accommodation Letter. Faculty are under no obligation to satisfy a student's request for accommodation unless that accommodation is listed as one of their approved accommodations.

Faculty must ensure that students receive the needed accommodation(s) without undue complications and in a timely manner.

Faculty must respect the student's right to privacy. It is the student's choice on whether they want to disclose their disability to their professors; this is not required, nor can a faculty member ask a student to identify their diagnosis. Information regarding a student receiving accommodation(s) should be kept confidential and only shared on a need-to-know basis.

Faculty should refer any student to Access Services who is requesting accommodations or academic adjustments.

Faculty should contact the ADA Coordinator as soon as problems arise related to a student's accommodation needs.

## Test Taking Guidelines

### Classroom Setting

Faculty members have the authority to implement test administration in such a way as to minimize the possibility of academic dishonesty by students (e.g. spacing of students, removal of hats or caps, turning off all electronic devices such as phones and handheld computers, and vigilant test proctoring procedures). If a student is observed behaving inappropriately or suspiciously with regard to expected behaviors during a test, the faculty member proctoring the exam may ask the student to step outside the classroom and inform the student of the observed behavior. Based upon the observed behavior, the faculty member may take further action which includes, but is not limited to the following:

- A verbal warning to the student to cease the inappropriate behavior
- Relocation of the student
- Provision of a fresh answer sheet and/or requiring the student to start over without additional time allocated for the exam
- Taking up the test paper and assigning a grade of zero for the test, with no option to retake the exam.
- The faculty member observing inappropriate or suspicious test taking behaviors will, after talking with the student, consult with the Academic Dean of the division to determine if further disciplinary action is warranted.

### Remote Proctored Online Testing

At the beginning of each test, the student is required to establish their identity following the procedures outlined in the testing instructions, including scanning the testing room and the testing surface (desk or table). The student must use the BHSU-issued Student Identification Badge to verify identity with the proctoring service; no other pieces of identification are acceptable (e.g., driver's license).

The online testing environment should copy the "in class" testing environment, therefore it must comply with the following:

- A quiet, fully lit room.
- The student is to use a desk or table (flat surface) as the testing surface; a couch or bed is not suitable.
- Webcam (either built-in or attached to testing computer) to be focused on the student taking the test, where there will be a constant, uninterrupted view of the student (zoom out to capture the entire room, not just the student face).
- Nothing can cover the lens of the webcam (either built-in or attached to the testing computer)

- at any time during the test.
- The student is to dress as if taking the test in a classroom testing, and will not be allowed to wear hats, hoodies, or have blankets during the test.
  - Nothing except the testing computer/webcam is allowed on the desk or table where the test will be taken. Therefore, remove all books, cellphones, smart phones, and all other types of smart devices/watches (such as Apple watches), paper, pens, notebooks, calculators, or other materials, including food or drink, unless they are specifically permitted by the instructor, as outlined in the guidelines for that particular test.
  - No sound or music from a radio, television, or other devices should be playing in the background.
  - No other individual(s) except the student taking the test is allowed in the room.
  - No talking or other types of communication with other individuals is allowed.
  - No use of headphones, ear plugs, or similar audio devices.
  - No writing on the desk or walls where the test is taking place is allowed.
  - No accessing materials within other computer applications, such as browser searches.
  - No additional monitors or computers running in the testing room.
  - Close all other programs and/or windows, including Excel, Word, and Power Point on the testing computer.
  - Can not leave the room during testing, including not being allowed to take the computer into another room to finish the test, unless specifically permitted to do so by your instructor as outlined in the guidelines for that particular test. The only exception is for restroom breaks. If you need a restroom break, please state so upon leaving, so that it is recorded, and do likewise upon your return. The time taken for this break will be deducted from the overall testing time, unless specifically permitted by the instruction, as outlined in the guidelines for that particular test.
  - No use of a phone (cell phone, smart phone, etc.) for any purpose, except to contact technical support and/or your instructor, and only if there is a technical issue hindering the student to take/complete the test.

## TESTING CENTER TEST ADMINISTRATION

The Testing Center is located in the Health Sciences Building, Room 103, and has specific guidelines for test taking and administration. All students must abide by Testing Center administration rules and the Standards of Student Conduct in a proctoring environment. The following activities are strictly prohibited in the Testing Center:

- Giving or receiving assistance of any kind;
- Attempting to remove test materials from the Testing Center;
- Using non-faculty approved testing aids;
- Attempting to take a test for someone else;
- Failing to follow testing procedures;
- Causing a disturbance of any kind.

### **Before Test Starts**

- Students should use restroom facilities before entering the Testing Center.
- Students are required to turn off all digital devices.
- Students are required to place personal belongings, including jackets, hats, cell phones and digital devices, against the Testing Center walls.
- Students are not allowed to have food or drinks in the Testing Center.

- Students may only have faculty-approved materials at testing desk, such as scratch paper provided by proctor, calculators, pens, and pencils.
- Students should arrive 10 minutes before start of test.

#### **After Test Starts**

- Students are not allowed to talk with other students during the test.
- Students with questions are required to raise their hand to notify proctor. Students in private rooms may leave the room to ask for assistance.
- Students are not allowed extra test time, unless approved by the faculty.
- Students who arrive after exam's scheduled start time will not be given extra time, unless approved by faculty.
- Students are required to notify the proctor to use the restroom facility.

#### **VIOLATION OF TEST ADMINISTRATION PROTOCOLS**

If a student violates test administration rules, engages in suspicious test-taking behaviors, or engages in any type of misconduct, in any test setting, they will be contacted directly by the course instructor, and if warranted, may be subject to disciplinary action outlined in the Standards of Student Conduct. If such actions or conduct take place in the Testing Center, they will be required to submit the examination in progress to the proctor followed by dismissal from the Testing Center. The faculty will be notified of such event and may file a violation of the Standards of Student Conduct.

### **BLUE HEALER STUDENT SUCCESS CENTER (BHSSC)**

The BHSSC mission is to provide quality academic support services, foster a productive learning environment to help students become academically successful, and empower students to achieve their educational goals.

#### **Academic Success Coaching**

The Student Academic Success Services (SASS) system allows faculty members to identify at-risk students and share information with advisors and other campus support staff. Academic Success Coaches quickly respond to alerts to prevent students from slipping through the cracks and allow for timely intervention. The SASS system serves as the primary database of notes and actions taken during coaching sessions and intervention meetings with Academic Success Coaches.

Academic Success Coaches work one-on-one with their assigned student. In the initial coaching session with the student the Academic Success Coach creates an Academic Success Plan and makes recommendations based on the discussion that takes place during the meeting.

All undergraduate students remain assigned to an Academic Success Coach for the remainder of their time at BHSU. Students may request to meet with their assigned Academic Success Coach in subsequent terms as needed. The Academic Success Coach will intervene with their assigned student in subsequent terms if the student receives an Early Alert in the SASS system.

#### **The Health Sciences Library**

The Health Sciences Library is located on the first floor of the Main Campus Hub and supports both general education and professional studies. The physical library space is comprised of a full-service computer lab, a variety of comfortable workspaces, and both group and individual study rooms.

Resources include books, journals, audiovisual materials, and study materials such as whiteboards and markers. Additionally, the library provides access to three printers, and two commercial copy machines. Instruction is provided for free to all students, addressing topics such as how to effectively locate, evaluate, synthesize, and present information in an ethical manner.

Online resources, such as the library's catalog, access to subject-specific LibGuides, e-books, streaming video collections, and 46 online databases are also available for searching professional literature. Resources are accessible via links posted on MyCampus and Canvas. Students may also borrow print resources with the presentation of a student ID badge. Academic and professional books may be checked out for a period of two weeks, unless stated otherwise. Reference books are not circulated and may not be checked out.

To avoid delays with registration, grades or transcript requests, students need to ensure that they have no overdue materials or fines. The Library Loan Policy can be found on MyCampus under Library.

### Transition and Retention Programming

The Academic Success Coaches collaborate with Student Life, Information Technology, and the General Education Division to create online and on-campus transition programming. The transition program's primary goal is to equip students with the knowledge, skills, and abilities necessary to be engaged and successful learners. The Academic Success Coaches coordinate on-campus and virtual Academic Success Workshops on test-taking, study strategies, communication, technology, and time management skills for students.

### Tutoring Services

The BHSSC offers a variety of tutoring programs to provide academic assistance that encourages, promotes, and fosters independent learning skills.

Types of Tutoring Services: Peer and Professional

- Individual Tutor Drop-In Sessions: Weekly scheduled hours for which no appointment is needed to see a tutor. Simply drop-in during the scheduled time.
- By Appointment Sessions: This is a one-on-one session with a tutor. Tutors list their availability, and students can make an appointment to meet individually with them.
- Online tutoring through Tutor.com, which is linked to each course in the CANVAS learning management system.

Peer tutoring occurs in individual and small group settings to emphasize the rich value of cooperative learning and reinforce time management skills. Our peer tutors are current Baptist Health Sciences University students who have already taken the course, have been approved by a faculty member, and have received training.

Professional Tutors are available for our students that are identified as "at-risk" within their academic programs.

## CAMPUS HEALTH & SAFETY

Primary care health services for BHSU students are provided through the University of Tennessee Health Science Center.

University of Tennessee Health Science Center  
910 Madison Avenue | 9<sup>th</sup> Floor  
Memphis, TN 38104  
Phone: 901-448-5630

Regular office visits are provided at no charge to students and include many common primary care conditions. No appointment is necessary to be seen, and students may go on a walk-in basis. Students need to present their BHSU ID to receive services.

Other services covered by BHSU students' health fee include free TB skin tests, free flu shots, and bloodborne pathogen evaluation. Please note some services such as lab work and x-rays may have additional fees for which the student is responsible.

While walk-ins are accepted, scheduling an appointment is encouraged. Students can also create an account in the UTHSC patient portal to book appointments 24/7 and securely message UTHSC staff. This is also the location for random, pre-clinical, and reasonable suspicion drug screens.

Clinic hours are Monday – Friday, 8:00 am until 5:00 pm. (Closed from 1:00 – 2:00 pm for lunch) And on the first Wednesday of every month the clinic is open 8:00 am until 7:00 pm. More information can be found on the UTHSC website - Student Health Services.

### Counseling Services

The purpose of our campus counseling services is to assist students in adjusting to academic life, aid with personal concerns, support problem-solving skills, and provide resources for areas that can affect personal and academic success. A licensed professional counselor is on staff to assist students with personal and academic matters, as well as provide workshops on time and stress management, test anxiety, suicide prevention, and other topics of interest. The University counselor maintains regular office hours throughout the week, with limited availability after hours by appointment. The counselor's office is in the Campus Hub building. Appointments can be made by calling 901-572-2660 or sending an email to [counselor@baptistu.edu](mailto:counselor@baptistu.edu).

The University provides additional psychiatric mental health services to students through a psychiatric nurse practitioner who is available by appointment by calling 901-574-0383. In addition, CONCERN, an off-campus student assistance program for counseling needs, is available for students and members of their immediate household. They can be reached for appointments at 901-458-4000 and are available 24/7 at the same number for emergencies.

On-campus counseling, psychiatric mental health services, and assistance through CONCERN are confidential and free of charge.

### Missing Person Procedure for Students Residing on Campus

The purpose of this policy is to provide guidelines regarding students residing in campus housing who are determined to be missing, and to ensure compliance with federal regulations regarding the reporting of missing persons who live on campus.

Students residing in campus housing will be provided at the time of check-in information regarding who to contact in the event the student is determined to be missing. This information will be

considered confidential and may only be accessed on a need-to-know basis. A form will be provided in the resident's check-in packet, and forms will be collected by RA's and filed at the Front Desk in a confidential file marked "Missing Persons Contact Information - Residence Hall."

When a resident has been determined to be missing 24 hours, appropriate University personnel will be notified, beginning with the Residence Life Specialist or Dean of Students who supervises campus housing. They will immediately submit a Missing Person Report to BHSU campus security.

If investigation shows the student has been missing for 24 hours, the Residence Life Specialist, Dean of Students, or the Administrator on Call will notify the contact person whom the student provided.

Additionally, if the student is under 18 years of age and not considered emancipated, the University will immediately contact the custodial parent or legal guardian. In the event the student is over 18 or is emancipated and no contact person has been registered, campus security will inform the appropriate law enforcement agency.

### Immunization and Clinical Educational Requirements

Baptist Health Sciences University (University) is committed to education and practices that contribute to preventing illness and maintenance of health. As a result, immunizations may be required for enrollment and participation in clinical experiences. The requirements below may be changed at any time based on community health guidelines.

All students shall provide proof of the following immunizations for **initial matriculation and continued enrollment**:

- Documentation of immunity for measles, mumps, rubella, and chicken pox (varicella) or immunizations.
- Documentation of meningitis immunization for students living in campus housing under the age of 22.

**Students in Medicine, Nursing or Allied Health programs who are participating in clinical experiences shall provide proof of the following immunization requirements no later than the beginning of the term in which clinical courses will be taken:**

- Documentation of immunity for measles, mumps, rubella, and chicken pox (varicella) or immunizations.
- Documentation of immunity for tetanus, diphtheria, pertussis and completion of Hepatitis B series, if no current immunity.
- Documentation of negative TB screening and current tuberculosis skin test at time of initial matriculation and annually thereafter.
- Documentation of negative urine drug screen prior to entrance into clinical coursework.
- Documentation of current influenza immunization during flu season, defined as October through March.

Additional immunization requirements by selected clinical agencies may be necessary prior to clinical rotations.

### Immunization Exemption Requests:

Students may request an exemption based on a documented medical condition or sincerely held religious beliefs. Students who are full-time distance learners and not attending courses on-campus nor participating in local clinical experiences may also request an exemption. Exemptions must be approved

prior to class start to meet the initial enrollment requirement.

Medical exemption requests will be reviewed and determined on a case-by-case basis upon review of a bona fide medical condition, medical contraindications, or temporary medical contraindications documented by a licensed health care provider.

Religious exemption requests based on the sincerely held religious beliefs the student has will be reviewed and determined on a case-by-case basis.

Students who receive an approved exemption in writing will not be required to meet the immunization requirements; however, Baptist University reserves the right to implement additional safety requirements and infection control and prevention measures.

Students not receiving immunizations may affect the student's ability to be placed at clinical sites as clinical affiliates may impose additional restrictions, require additional documentation, or refuse placement of a non-immunized student. As a result, the student's ability to complete their academic program may be hindered.

#### Educational Requirements Prior to the Start of Clinical Courses:

Orientation to the health care environment, including facility-specific and program-specific educational requirements, as applicable.

Professional licensing requirements established by the State of Tennessee and/or national accreditation/certification standards require all students to participate in a specified number of clinical hours/experiences involving direct patient care. If students choose not to participate in the clinical experiences for any reason their progression may be delayed.

Students are aware of the risks associated with the clinical experience which include, but are not limited to, physical or psychological injury, pain, suffering, contagiousness, illness, temporary or permanent disability, economic or emotional loss, and/or death. By participating in the clinical experiences, students acknowledge they have been made aware of risks, known or unknown, associated with or attributable to their clinical experiences.

#### Procedure

A private company approved by Baptist University collects and monitors all immunization records required by this policy. Students establish an account with this company directly with the cost paid by the student.

***For initial matriculation*** -- Documentation of completed immunizations and health records are due prior to class start for the first term of enrollment.

***For continued enrollment*** -- The University contracted immunization monitoring system routinely monitors students' immunization status. The system sends emails to students at their Baptist University official email address to communicate when immunizations are about to expire and what is needed to remain current.

Communication will be sent to students to verify they have complied with the immunization policy prior to the term in which clinical courses will be taken. Prior to registration for each term, students must

verify they comply with all immunization requirements. If any immunization requirements will expire during the next enrollment term, students will not be able to register for that term, and a registration hold will be placed on the student's file until the student complies with all immunization requirements.

#### Exemption Requests:

An exemption to the University's immunization requirements may be requested by completing the Immunization Exemption Form found in the Student MyCampus portal and providing all required documentation. The completed form and documentation should be submitted electronically to [Student.Life@BaptistU.edu](mailto:Student.Life@BaptistU.edu).

Medical exemption requests require statement(s) from the student's health care provider certifying that the immunization required is contraindicated for a current health condition of the student.

Religious exemption requests require a statement from the student that the reason for seeking an exemption is a sincerely held religious belief and how that belief conflicts with the University's immunization requirement.

Remote learning exemption requests require a statement from the program chair certifying the student is a full-time distance learner and does not attend courses on-campus nor participate in clinical experiences locally.

As part of the exemption request review process, the University may request additional documentation.

Students will be notified in writing as quickly as possible regarding the status of the exemption request. Approved immunization exemptions will also be documented in the University's immunization monitoring system.

#### Radiation Safety

All workers, including faculty, staff, and students, who work with radioactive materials (RAM) and radiation-producing equipment are required to comply with all requirements and operating procedures specified in the manuals applicable to their department and Baptist Memorial Health Care (BMHC).

#### Definitions

***Ionizing Radiation*** is electromagnetic radiation (x-ray and gamma-ray photons) or particulate radiation (beta particles, electrons, positrons, neutrons, and alpha particles) capable of producing ions by direct or secondary processes. Ionizing radiation generating equipment would include x-ray machines and simulators.

***Radioactive Materials*** include any material that spontaneously emits ionizing radiation.

ALARA is an acronym for "as low as reasonably achievable," a level to which radiation protection aims to reduce occupational exposures. ALARA is achieved through good radiation protection planning and practice, backed by management commitment.

#### Radiation Safety Manuals

BHSU has Radiation Safety Manuals for the applicable use of ionizing radiation. These manuals are written descriptions of the radiation safety programs. The manuals identify the procedures, record keeping, material control and accounting. All workers are required to comply with all requirements and operating procedures specified in these manuals.

### *Baptist Memorial Health Care (BMHC) Radiation Safety Policy and Procedure Manual*

This manual serves as a statement of policy and explanation of procedures and practices regarding use of all radioactive materials and radiation-producing equipment at Baptist Memorial Hospital. BHSU is included in the Radioactive Material License for Baptist Memorial Hospital and must comply with the requirements and operating procedures specified in the manual. The Radioactive Material License is issued by the Tennessee Division of Radiological Health. Tennessee is an Agreement State with the NRC (Nuclear Regulatory Commission). The BMHCC Radiation Safety Policy and Procedure Manual is located on the BMHCC Intranet.

### *Nuclear Medicine Technology (NMT) Laboratory Radiation Safety Manual.*

This manual contains information specific to the Nuclear Medicine laboratory at Baptist College. Based on the Baptist Memorial Healthcare Radiation Safety Policy and Procedure Manual, the manual contains the procedures, record keeping, material control and accounting for the use of radioactive material as it relates to laboratory assignments and exercises performed by faculty and students at BHSU in the nuclear medicine laboratory. The NMT Laboratory Radiation Safety Manual is located in the nuclear medicine technology laboratory on campus.

### *The Medical Radiography Program*

Follows the procedures and practices specific to their program as outlined in the Baptist Memorial Healthcare Radiation Safety Policy and Procedure Manual. Medical Radiography faculty and students must comply with requirements and operating procedures specified in this manual regarding the use of ionizing radiation equipment in the medical radiography energized laboratory.

### Training

All individuals who wish to work with ionizing radiation, including radionuclides or x-rays, receive appropriate instruction in radiation safety. This training includes completion of annual radiation safety mandatory training. In addition to the mandatory training, students in Radiation Therapy, Medical Radiography, and Nuclear Medicine Technology complete additional training in radiation safety as a part of their program curriculum. This training is reinforced during laboratory assignments and in the clinical setting.

### Surveys and Audits

Upon completion of laboratory exercises involving radioactive material, Nuclear Medicine Technology (NMT) faculty and students conduct personal surveys and monitor workspaces before leaving the NMT laboratory and take any necessary remedial or control measures. The NMT faculty conducts periodic radiation surveys of the areas where radioactive materials are used or stored. The inspections are conducted in accordance with the requirements of the regulations or license condition.

Radiation-producing machines at BHSU are under the regulatory control of the Tennessee State Department of Environment and Conservation, Division of Radiological Health. The simulator and x-ray machines at BHSU are registered with the Tennessee Division of Radiological Health (TNDRH) and are inspected by registered inspectors from Baptist Memorial Hospital approved by the TNDRH.

### Radioactive Waste

BHSU handles and processes radioactive waste in a cost effective and environmentally safe manner in accordance with all applicable regulations.

### Spills and Emergencies

In the event of a spill in the NMT laboratory, all radioactive material used in the NMT laboratory assignments is classified under the category of a minor spill. The nuclear medicine faculty would be responsible for implementing the minor spill procedure as outlined in the Nuclear Medicine Technology Laboratory Radiation Safety Manual.

In the event of an emergency in the Medical Radiography laboratory or the Nuclear Medicine Technology laboratory, contact the appropriate Allied Health faculty. Emergency numbers are posted inside each laboratory. Refer to the BHSU Call Tree for after-hours numbers.

BHSU is responsible for all remedial actions in responding to emergencies. The Radiation Safety Officer must be notified under the following conditions:

- Radioactive contamination outside a licensed area
- Deliberate misuse of radioactive materials. All inquiries will be kept in confidence. (Deliberate misuse of RAM will result in disciplinary action up to and including termination and possible criminal action.)
- Any accident resulting in direct exposure to personnel.
- Known or suspected loss of radioactive material.
- Contaminated or damaged radioactive material shipments.

### Roles and Responsibilities

The Radiation Safety Officer (RSO) is an individual responsible for the daily implementation of the radiation safety program in accordance with directives from the Radiation Safety Committee (RSC), license provisions, and regulatory requirements. As the authorized representative of the RSC, the RSO supervises all radiation control activities. The RSO is responsible for ensuring the safe use of radiation and radioactive materials and for meeting ALARA levels.

A Radiation Worker is an individual who works with ionizing radiation and receives radiation safety training. She/he is responsible for following all applicable regulations pertaining to the use of x-rays and/or radioactive materials.

### Airborne Pathogen Exposure

The purpose of this policy is to prevent infectious exposure from airborne transmission during student participation in clinical education, to provide evaluation, appropriate counseling and follow-up to students after actual or potential exposure to airborne pathogens during clinical activities, and to prevent transmission of pathogens through the airborne route, including but not limited to the following infectious disorders: COVID-19, tuberculosis, measles, and/or chickenpox (until lesions have crusted over).

Professional licensing requirements established by the State of Tennessee and/or national accreditation/certification standards require all students to participate in a specified number of clinical hours involving direct patient care. If students choose not to participate in the clinical experiences for any reason, including the COVID-19 pandemic, their academic progression may be delayed.

Students are aware of the risks associated with the clinical experience which include, but are not limited to, physical or psychological injury, pain, suffering, contagiousness, illness, temporary or permanent disability, economic or emotional loss, and/or death. By participating in the clinical experiences, students acknowledge they have been made aware of risks, known or unknown, associated with or attributable to their clinical experiences.

Students assigned to patients requiring the use of airborne precautions must be fit-tested with the National Institute for Occupational Safety and Health (NIOSH) approved particulate-filtering face piece respirator such as the N-95 respirator.

Students who have not been fit-tested should not enter patient rooms or participate in procedures which require the use of a NIOSH approved particulate-filtering face piece respirator. Eye protection (goggles) may also be required for any direct contact with COVID-19 patients or exposure to aerosolizing procedures.

All students who sustain unprotected exposure to airborne pathogens should be evaluated promptly.

For students with suspected exposure to Mycobacterium tuberculosis, a baseline tuberculin skin test (TST) and symptom screen should be administered as soon as possible after exposure. If initial test is negative, administer a second test and complete a symptom screen 8-10 weeks after the most recent exposure has occurred. Students with a previously known positive TST who have been exposed to an infectious patient do not require a repeat TST or chest x-ray unless they have symptoms of TB.

Student will report exposure to faculty member and appropriate representative of agency. The agency's Infection Control and Employee Health nurse is to be notified so that patient evaluation can begin. Faculty will complete agency's unusual occurrence/incident form. Faculty will notify the University of Tennessee Health Sciences Clinic (UTHSC) of the occurrence. Please refer to BHSU Airborne Pathogen Exposure Policy (STU.5000). UTHSC will provide counseling and follow-up appropriate to the injury. If UTHSC is not available, students are to report to the nearest urgent/emergency care facility. If the exposure occurs after hours, on a weekend or holiday, faculty will report to the facility's Employee Health Office or Emergency Department. It is very important that these procedures are followed as students are responsible for any bills incurred from other agencies outside of the UTHSC. Faculty will notify the appropriate dean of the occurrence. Faculty will request the dean or their designee to complete an electronic occurrence report (EOR) for Baptist University. Students are strongly encouraged to maintain health insurance while enrolled at the University and are responsible for out-of-pocket expenses related to the exposure. Students enrolled in the Baptist University College of Osteopathic Medicine are required to maintain health insurance.

### Blood and Body Fluid/ Needle Stick Exposure

The purpose of this policy is to promote student health and safety, and to provide appropriate counseling and follow-up, and help allay exposed student's concern. Students are aware of the risks associated with the clinical experience which include, but are not limited to, physical or psychological injury, pain, suffering, disease transmission, illness, temporary or permanent disability, economic or emotional loss, and/or death. By participating in the clinical experiences, students acknowledge they have been made aware of risks, known or unknown, associated with or attributable to their clinical experiences.

Professional licensing requirements established by the State of Tennessee and/or national accreditation/certification standards require all students to participate in a specified number of clinical hours involving direct patient care. If students choose not to participate in the clinical experiences for any reason, their academic progression may be delayed.

All students who sustain percutaneous or mucosal exposure to blood or body fluids during classroom,

laboratory and clinical activities will be provided evaluation and follow-up. All students who sustain percutaneous or mucosal exposures to blood or body fluids should be evaluated promptly. Post exposure prophylaxis (PEP) for Human Immunodeficiency Virus (HIV) exposure should be initiated within 1 - 2 hours post-exposure. Student will report exposure to faculty member and appropriate representative of agency. The agency's Infection Control/Employee Health Nurse is to be notified so that patient evaluation can begin. Should a needle-stick or other possible exposure occur, the student will wash the area well with soap and water. For mucous membrane exposure, rinse the area thoroughly with water or saline.

Faculty will complete agency's unusual occurrence/incident form. Faculty will notify University of Tennessee Health Sciences Center (UTHSC) of the occurrence. UTHSC will provide counseling and follow-up appropriate in the injury. Please refer to BHSU Blood and Body Fluid/Needle stick Exposure Policy (STU.5003.) If a Baptist Minor Med facility is not available in the location of the clinical experience, students are to report to the nearest urgent/emergency care facility. If the exposure occurs after hours, on a weekend or holiday, the faculty member will report to the facility's Employee Health Office or Emergency Department. It is very important that these procedures are followed as students are responsible for any bills incurred by other agencies outside of UTHSC. Faculty will notify the appropriate dean of the occurrence. Faculty will request the dean or their designee to complete an electronic occurrence report (EOR) for Baptist University. Students are strongly encouraged to maintain health insurance while enrolled at the University and are responsible for out-of-pocket expenses related to exposure. Students enrolled in the Baptist University College of Osteopathic Medicine are required to maintain health insurance.

## Sexual Assault Prevention and Response

### Title IX Sexual Harassment Policy

Acts of sexual misconduct, sexual assault, stalking and relationship (dating or domestic) violence (collectively, "Prohibited Sexual Conduct") are unacceptable and will not be tolerated at BHSU of Health Sciences. BHSU investigates or responds to reports of Prohibited Sexual Conduct under circumstances in which the accused person is subject to this policy (student, faculty, staff, visitor or other third party).

In all instances in which Prohibited Sexual Conduct is found to have occurred under this policy, the Title IX Coordinator, James Knox, 1127 Union Ave Room 143, Nursing Building,, Memphis TN 38104 , along with the Dean of Students and Baptist Memorial Health Care Corporation (BMHCC) Human Resources, where applicable, will take appropriate steps to end such conduct, prevent its recurrence, and redress its effects.

Students, faculty and staff found to be in violation of this policy will be subject to disciplinary actions up to and including termination, dismissal or other appropriate institutional sanctions; affiliates and program participants may be removed from BHSU programs and/or prevented from returning to campus.

**For specific guidelines, definitions, procedures and resources supporting this policy, please see: <http://www.BaptistU.edu/campus-life/campus-safety-security/title-ix>**

### Our Commitment

BHSU is committed to the safety and security of the students in our campus community. It is the University's intent to provide appropriate treatment, support, and information to any student who may be a victim of sexual assault.

The University educates the student community about sexual assault through mandatory orientations for new students entering the University. Additional information and education are available through the Office of Student Life. The Memphis Police Department and the Shelby County Sheriff's Office also offer sexual assault education and information programs to university students and employees upon request.

### If You Are a Victim

If you are a victim of a sexual assault, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. It is also important to make an informed decision of whether or not to report the assault. While it is your choice, the University strongly recommends that any victim of a sexual assault report the incident in a timely manner to Campus Security and to university authorities through the Dean of Students. Campus Security can be reached for emergency assistance by calling 901-572-2911, and the Dean of Students at 901-572-2475. If you wish to have assistance from a member of the University staff in reporting the incident to law enforcement officials, BHSU personnel will assist in notifying authorities.

<b>Contact Information</b>	<b>Extension and/or Phone Number</b>
Campus Security	22911 or 901-572-2911
Dean of Students	22475 or 901-572-2475
Title IX Coordinator	22510 or 901-572-2510
Sex Crimes Unit, MPD	901-636-3330
Rape Crisis Center	901- 222-3950
BHSU Counselor	22660 or 901-572-2660

Please note that filing a police report of the incident with Campus Security is a separate step from choosing to prosecute and does not obligate the victim to continue with legal proceedings or University disciplinary action. The Memphis Police Sex Crimes Unit, which is specially trained to assist in cases involving sexual assault and the special needs of victims, is also notified. Again, this does not obligate the victim to prosecute but provides valuable assistance from individuals specially trained to assist victims in the event of a sexual assault.

Time is a critical factor for evidence collection and preservation. Therefore, it is important that a victim of a sexual assault does not bathe, douche, or change clothes.

Whether or not you choose to report, you should seek medical treatment and/or counseling for the following reasons:

- To ensure that you receive any necessary treatment and tests, and to minimize emotional and physical trauma
- To provide the opportunity for collection of evidence helpful in prosecution which cannot be obtained later
- To assure access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention
- Crisis intervention and counseling for sexual assault victims is available through the Rape Crisis Center at 901-222-3950. Services provided through the Center include: Emotional, legal, and medical support
- Collection of physical and material evidence

- Crisis counseling/individual or group counseling
- Equitable access to the criminal justice system
- Court escort service

Counseling is also available through the University's counselor, who is available on campus Monday through Friday during regular business hours at 901-572-2660 and can be reached after hours through the Information Center at 901-572-2468. In addition, CONCERN is also available to students as a resource both during business hours and after hours at 901-458-4000.

### Follow-Up

The victim of a sexual assault may choose for the investigation to be pursued through the criminal justice system and the University's disciplinary process, or only the latter. The Dean of Students has the discretion to suspend a student accused of sexual assault, pending further investigation.

Both the person filing the complaint, and the person accused have certain rights in the University's disciplinary process. This includes, in part, that the victim and the accused will each be allowed to choose one person to accompany them through the investigation. Both the victim and accused will be informed of the outcome of campus disciplinary proceedings, including any sanction that is imposed. The University will also provide, upon written request, the results of any institutional disciplinary proceeding dealing with a crime of violence including but not limited to sexual assault, or a non-forcible sex offense, to the alleged victim, or their next of kin if the victim dies as a result of the crime or offense.

A student found guilty of violating the University's policies in regard to sexual assault could be criminally prosecuted and may be suspended or expelled from the University on the first offense.

Student victims have the option to change their academic and/or on-campus living situations after an alleged sexual assault, if such changes are reasonably available. Examples of such accommodations would include requesting a room change, terminating a housing contract to seek off-campus housing, or changing to a different section of a scheduled course.

## GENERAL POLICIES AND PROCEDURES

### Appearance Standards

Students should wear clothing that is appropriate in a learning environment and aligns with the mission and policies of BHSU. BHSU identification badges must be worn while on campus or at affiliated agencies. Students enrolled in clinical courses will be expected to maintain a professional appearance as defined by the program and clinical agency. Student uniforms are to be worn only when students are participating in assigned clinical learning experiences of BHSU.

### Children on Campus

The purpose of this policy is to define appropriate campus visitation parameters for children, in order to maintain a focused educational environment conducive to work and learning, and to protect the health and safety of children visiting on campus.

Children accompanied by a parent, or student or employee host, may make occasional brief visits to the campus. These children must remain with the parent/host at all times including when in the library, hallways, food service areas, or other common areas of the University. Children may also be on campus for activities that encourage participation by family members. Children 16 or older may use the gym,

and those 18 and older may use the pool and fitness center, provided they remain with their parent, or student or employee host at all times, as outlined in the University's policies on guest behavior and recreation areas. Additionally, children are not allowed in residence areas except at the time of resident move-in and move-out days, or in classrooms or labs at any time.

The University reserves the right to ask the parent or guardian to remove children from campus at any time to ensure a safe and appropriate learning environment.

### Communication with Students

The official method of communication with students is through the student's University e-mail account. A campus e-mail account is assigned to each student as the University's primary means of getting administrative and campus life information to students. Since communication from campus offices is sent through students' e-mail addresses, students are expected to check their e-mail on a regular basis. For questions or problems with the University e-mail account, call the Baptist Help Desk at 227-7777.

### Confidentiality in Health Care Settings

All BHSU students in clinical courses will complete the Tennessee Clinical Placement System (TCPS) general orientation which delineates patient confidentiality, the Baptist Confidentiality Statement, and/or other facility-specific requirements delineating confidentiality before entering the health care setting, and on a yearly basis thereafter, as applicable.

All students participating in non-clinical shadowing or internship experiences will complete agency-specific requirements delineating patient confidentiality, including the Baptist Confidentiality Statement, before entering the health care setting, and on a yearly basis thereafter, as applicable.

Students must maintain confidentiality of clinical agency and client information, including but not limited to clinical and classroom settings, as well as refrain from posting or communicating any type of identifiable patient information on social networks or other forms of electronic media.

### Criminal Background Checks or Disclosures

Students applying to all undergraduate and graduate programs must submit to and demonstrate satisfactory completion of a criminal background check as a requirement for enrollment to Baptist University. The background check must be completed prior to the first day of class in the initial matriculation term. A mandatory update must be completed prior to initial placement in a clinical course or internship. While enrolled in clinical courses/internships, students may be required by clinical agencies/affiliates to complete additional background checks including but not limited to the collection of fingerprints. Students applying to completion programs who are practicing in the field in which they are applying and hold an unencumbered license are required to complete a full background check prior to entering clinical sites.

Students who refuse to submit to a background check or refuse to allow Baptist University access to the report will be dismissed from Baptist University and ineligible for readmission. Those who do not pass the background check are afforded the opportunity to explain the circumstances surrounding the situation. If the student is ineligible for clinical placement/internship, they will be dismissed from Baptist University.

Students are required to sign a statement of disclosure acknowledging that Baptist University may disclose the outcomes of background checks to clinical agencies during the course of the student's enrollment at Baptist University.

All incoming students must complete a full background check prior to initial enrollment. Exceptions include students in completion programs as noted in the above policy. All undergraduate and graduate students entering clinical placements or internships must complete a mandatory update prior to initial placement in a clinical course or internship. Pre-clinical/internship background checks must be completed before the first day of clinicals. The Clinical Compliance Coordinator will contact program faculty asking they identify students who need an update to their background check. The Clinical Compliance Coordinator will notify students via their University email account the trimester before the start of clinical placements or internships to provide full instructions. If the clinical agency/affiliate requires an additional background check prior to placement, the clinical coordinator for the academic program or their designee will notify the Clinical Compliance Coordinator of the additional requirement. The Clinical Compliance Coordinator will then notify the student via the student's official Baptist University email account of the additional requirement and the instructions for completing it.

The criminal background check will include but is not limited to: National Criminal Database Search; National Sex Offender Search; Tennessee Abuse Registry; I-MED Level 3; County Criminal Records Search, Licensure, Certification and Designation.

Situations in which a person does not have a satisfactory background check will be reviewed on a case-by-case basis. Convictions involving the following crimes, but not limited to these crimes, may serve to disqualify a person from participating in required clinical learning experiences:

- A felony violation
- Crimes involving drugs, including but not limited to unlawful possession or distribution
- Crimes of physical violence to include any type of abuse (child, spousal, or of the elderly), abduction such as kidnapping, manslaughter, murder, robbery, sexual crimes, possession of a restricted firearm or any related weapons offenses, assault and battery
- Crimes against property, including but not limited to arson, theft of property and merchandise, vandalism, criminal trespass, larceny and burglary
- Crimes showing dishonesty, including but not limited to fraud, forgery, deception or financial exploitation of any person or employer

A private company approved by Baptist University conducts all background checks required by this policy. The cost of the background checks will be borne by the student.

In the event of an adverse action prior to initial enrollment, Baptist University will notify the applicant to make an appointment with the Dean of Students to review the results of the background screen. In the event of an adverse action prior to entering clinicals or internships, Baptist University will notify the student to schedule an appointment with the Dean of Students to review the results of the background screen. The student must bring a copy of the report to the appointment. The Dean of Students will review the results of the report and in consultation with program faculty and other appropriate parties determine if the student is eligible for enrollment or clinical placement.

Students are responsible for determining eligibility for certification/licensure by the appropriate credentialing organization(s) and/or state licensure board for their profession.

### Electronic Communications and Other Media

Internet access is provided on campus to be of assistance in meeting academic learning out-comes, and

is considered a privilege. The Internet should be utilized for legitimate educational purposes. Computer communications must meet conventional standards of ethical and proper conduct, behavior, and manners and are not to be used to create, forward, or display any offensive, disruptive, illegal, or harassing/discriminating messages, including photographs, graphics, and audio materials.

Wireless Internet access is available across the campus if a student completes the appropriate online form to enter the encryption key on their laptop or portable device. Student use of University network resources including Internet access, is monitored and subject to review by the University administration.

The use of e-mail is encouraged when appropriate because it can make communication more efficient and effective. However, e-mail is the property of the University, is to be used for educational purposes, and may be subject to review under certain circumstances. Every user has a responsibility to maintain and enhance the University's public image, and to use e-mail in a productive and professional manner. University users will never be contacted by the University or BMHCC via email and asked to provide their user ID and password. Likewise, they will never be asked to go to a link and login to receive services or perform maintenance on their account. These are common tactics used in identity theft and/or other types of malicious emails. University users who supply their information in response to these types of email can have their email privileges restricted or suspended, as well as be liable under the University's student disciplinary process.

### Computing Device Requirements

In order to be successful in coursework, it is required that all students of BHSU have a computing device that allows the student to access wireless internet, and ability to complete homework and assignments online.

The specifications for the device are as follows:

- A full QWERTY keyboard that allows the student to type, edit, and complete lengthy word-processing documents.
- A screen (at least 11") that allows the student to comfortably read documents and view images.
- 8GB of RAM minimum and 256GB hard drive and solid state (SSD) preferred.
- A battery life that allows the student to work for at least 2 hours.
- A device that allows the student to download browsers (e.g. Internet Explorer, Mozilla Firefox, Chrome).
- A device that allows the student to view and create PowerPoint (.ppt or .pptx).
- Software capable of creating documents that conform to a formatting style (such as MLA, APA, or AMA) and can be saved in Microsoft Word form (.doc, or .docx).
- A camera and a microphone.
- CPU Processor: 2.0ghz Intel i3 or equivalent.
- 32-bit and 64-bit versions of Windows 10 / Mac OS X 10.13 or later.
- Google Chromebooks, Netbook computers, and Surface Pro do not meet recommended specifications.

Note: BHSU will provide each student a copy of the Microsoft Office (PC and MAC) software currently used on campus.

Students will need internet access for their program. It is strongly recommended that students have internet access in their homes. Wireless access to the internet is available in all BHSU buildings.

Students must read and submit the “Wireless Network Access and Guidelines” found on MyCampus before the wireless password is made available. Students will have access to instructions on this process at Orientation. There are also currently 106 known free public Wi-Fi connection spots in Memphis. For a complete list of hotspots near any location, go to: [Search for free wifi hotspots - Free WiFi hotspots wi-fi cafes coffee shops hotels wireless airports \(what is wifi\) \(openwifispots.com\)](http://www.openwifispots.com)

If students have excess aid after all tuition and fee balances are paid, they may use their refund to purchase a computing device for educational purposes. PLEASE NOTE: Student refunds are not available until at least 14 days and up to 30 days after the start of classes.

Students will use the device for a large majority of coursework assignment completion: to access the learning management system and all course assignments, to turn in coursework, take notes, retrieve relevant information, have synchronous class meetings, and complete surveys, among other things. With the increased availability of e-books and other online resources, students will be able to access many course materials, some free from BHSU’s library or other online sources.

### Tech Support

The Customer Support Center is a "one-stop shop" concept to provide seamless and timely responses and services for technology needs and requests (hardware/software, telephone, printers, email, internet, online courses). All requests for assistance are handled by the Customer Support Center at 901-227-7777 or email [IS.support@bmhcc.org](mailto:IS.support@bmhcc.org). You can contact Information Technology at [BHSU.Request@BaptistU.edu](mailto:BHSU.Request@BaptistU.edu) if you have additional questions.

### Personal Status Change

Students should provide the University their emergency contact information via the Emergency Contact Update form in MyCampus. Updates can also be made via this form as needed. Additionally, students must notify the Registrar’s Office of any changes in their personal status. This includes name, address, and telephone number. Requests for changes in student records beyond address or telephone number may require additional documentation. Contact the [Registrar's Office](#) for details.

### Solicitation and Distribution

Solicitation and distribution of any kind by outsiders, individual students, or University employees is not permitted on university premises.

### Smoking and Tobacco Use—Tobacco Free Policy

BHSU is committed to the health and well-being of all students, visitors, employees, and the community we serve through the prohibition of tobacco products anywhere on the Baptist campus. This includes usage inside, outside, or around Baptist buildings, and on any Baptist property. Staff and students representing BHSU at clinical sites are expected to abide by the policies of that facility. It includes any form of tobacco including cigarettes, cigars, chewing tobacco, snuff, pipe tobacco, and the use of electronic cigarettes.

BHSU is committed to providing support and educational materials to individuals who use tobacco products and wish to quit. Smoking cessation assistance is available through the CONCERN student assistance program for students who would like support in this area.

This tobacco-free campus policy applies to all students, staff members, faculty, visitors, vendors, and contractors/subcontractors on the University property. Employees and students of BHSU who violate

this policy subject themselves to disciplinary action, up to and including dismissal/termination from the University.

### Service and Comfort Animals

Baptist Health Sciences University (Baptist University) recognizes the importance of Service and Assistive Animals to individuals with disabilities. Baptist University is committed to provide equal access to its classrooms, research facilities, public spaces and housing for all of its community members.

To ensure that students who require the use of Service Animals receive the benefit of the work or tasks performed by such animals.

### Service Animals

Service animals are permitted in all Baptist University areas (e.g., housing, libraries, academic buildings, classrooms, laboratories). If it is not readily apparent that the animal is a service animal, Baptist University employees may ask the handler only the following two questions:

- 1) Is the animal required because of a disability? and
- 2) What work or task is the animal trained to perform?

If the handler's responses to the permitted inquiries indicate that the animal is not actually a service or support animal, the animal will not be allowed unless animals are otherwise allowed in the area. Handlers cannot be asked to describe the extent and nature of their disability or be required to provide medical documentation of the disability. The handler cannot be required to produce a special identification card or training documentation for the service animal, or be asked for the service animal to demonstrate its ability to perform the designated work or task.

### Support Animals

Support animals are accommodations. Individuals seeking the use of a support animal on campus should follow the Academic Accommodation Services policy and procedure.

### Removal of a Service or Support Animal

Baptist University employees may request a handler to remove a service or support animal from Baptist University areas for the following reasons:

- If the animal is out of control and the handler does not take effective action to control the animal, as determined by Baptist University.
- If the animal is not house-trained.
- If the animal poses a substantial and direct threat to the health and safety of others, as determined by the Baptist University, and the threat cannot be reduced or eliminated by a reasonable accommodation. This determination requires an individualized assessment of the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications will mitigate the risk. Situations that may qualify as a direct threat include, but are not limited to, bringing a service animal into laboratories, animal research facilities, medical facilities, and food preparation areas.
- If the animal could cause substantial physical damage to the property of others, which cannot be reduced or eliminated by a reasonable accommodation. This determination requires an individualized assessment, not mere speculation.
- If the handler's responses to the permitted inquiries indicate that the animal is not actually a service or support animal, unless animals are otherwise allowed in the area.

- If another individual requests that a service or support animal be removed due to a medical condition that is affected by a service or support animal (i.e. respiratory disease, asthma, or severe allergies), Baptist University will perform an individualized assessment of the situation and consider the needs of all parties in meeting its obligation to provide access. The individual asking for the service or support animal to be removed due to a medical condition may be asked to provide medical documentation.
- If the individual requesting that the animal be removed claims are found to be valid, the proper resolution may or may not involve the removal of the animal.

## Responsibilities

### *Handler*

- Must attend to and be in full control of the service animals at all times, including all care and supervision of the animal.
- Must keep the service animal on a harness, leash, or other tether, unless the handler is unable to use a harness, leash, or tether; or if such use would interfere with the animal's ability to safely and effectively perform its duties. In such cases, the service or support animal still must be under the handler's control (e.g. voice control, signals, or other effective means).
- Must assure that the animal does not display any behaviors or noises that are unduly disruptive to others, as determined by Baptist University.
- Must remove or arrange for the removal of any animal waste.
- Must comply with the Shelby County Code, including dog control and licensing laws, and maintain current vaccinations. Documentation may be required.
- Is financially responsible for the animal's actions, including any bodily or property damage, or cleaning costs.
- Is encouraged, but not required, to have the animal wear some type of commonly recognized service animal identification symbol.

### *Baptist University students, employees, and visitors*

- Must allow service animals to accompany the handler, as permitted under this policy.
- Must not touch (without permission of the handler), feed, harass, or deliberately startle service or support animals.
- Must not attempt to separate the animal from the handler.
- Should avoid discussing the handler's disability.

## Definitions

**Handler**—the individual who utilizes the service or support animal.

**Service animal**—a dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals under this definition; however, a miniature horse may qualify in some situations. Animals, including dogs, that serve solely to provide a crime deterrent effect, or to provide emotional support, comfort, or companionship are not service animals under this definition. Service animals in training are included in the definition of service animal for the purpose of this policy.

**Support animal**—any animal that provides emotional support, comfort or security for the benefit of an individual with a disability, or that alleviates one or more identified symptoms or effects of an individual’s disability. A support animal cannot be classified as a service animal unless it is also individually trained to perform work or tasks.

**Work or tasks**—the work or tasks performed by a service animal that are directly related to the individual’s disability (e.g., guiding an individual who is blind, alerting an individual who is deaf, pulling a wheelchair, or reminding an individual with a mental illness to take prescribed medications).

There is no documentation nor procedure required for an individual to have a **Service Animal** on-campus. Individuals seeking the use of **support animals** on campus should follow the Academic Accommodation Services policy and procedure to request that specific accommodation.

### Travel/Liability

Students are responsible for providing their own transportation as required by the curriculum or participation in university-sponsored activities. Public transportation is available and convenient to most locations. Personal auto liability insurance is the student's responsibility. The University is not responsible for liability that occurs during travel required for university-related activities.

## CAMPUS LIFE

BHSU students, as part of a comprehensive educational experience, are encouraged to engage in University programming, activities, and events. There are opportunities for student involvement offered at various times and in a variety of formats in order for all students to have access to educational opportunities outside of the classroom. Throughout the year, the Office of Student Life and campus organizations sponsor activities and events on campus and in the community. Students can find out about these through the BHSU app, Facebook, Twitter, Instagram, My Campus, email, video monitors, bulletin boards, and other print media on campus.

Activities include the professional, personal, social, emotional, and spiritual aspects of life, as well as health and wellness, community service, and other out-of-classroom learning opportunities. Programs include educational workshops, concerts, movies, social and sporting events, seminars, comedians, speakers, and recreational sports. There are opportunities to form new friendships and have fun, and to develop leadership skills, help students discover leadership abilities within, and provide connections with others who are already in leadership roles. The University also provides a fitness center, including weight machines and cardiovascular equipment, half-court basketball, and an outdoor swimming pool. Students are encouraged to make use of this recreational equipment and facilities.

Participating in community service projects is encouraged at BHSU. Through the collaboration of student organizations, numerous opportunities are made available to serve our neighbors in the Memphis area. These organizations frequently work together to support various faith and need-based organizations within the Memphis metro area. Typical service projects include walk/runs, clothing drives, fund raising, hands-on work, and other events.

### Student Organizations

Students are encouraged to become involved in various leadership, social, and professional opportunities available through student organizations. Qualified students are selected to become members of honor societies on campus.

All campus organizations must register at the beginning of each academic year by providing a new list of current officers to the Dean of Students.

Student organizations may not use the University seal or name of BHSU unless written consent is obtained by the organization. Permission should be requested through the Dean of Students.

Membership in student organizations is limited to full-time or part-time students who are currently enrolled at BHSU. Student organizations must comply with all policies, regulations, and procedures established by BHSU, and align with the mission, vision, and values of the University. BHSU shall not be responsible for damages or injuries to individuals or property resulting from student activities or organizations.

### Procedures for Establishing New Student Clubs or Organizations

All students have the opportunity to start a new student club or organization within the mission, vision, and values of BHSU of Health Sciences. Because of the University's commitment to inclusiveness, membership in a student organization must be nondiscriminatory and open to the entire Baptist University undergraduate and graduate student community. Students are required to adhere to the procedures of establishing a new student club or organization as outlined below. To obtain approval, the following information must be provided to the Student Government Association (SGA) and the Dean of Students:

- Name of organization
- Name of faculty/staff advisor
- Names of a minimum of 12 students including proposed officers who have pledged interest in the formation of the organization
- Statement of purpose which includes a detailed description of how the organizations aligns with the University's mission, vision and values
- The proposed constitution, and by-laws,
- Proposed budget including plans for how the funds will be used (funds are subject to availability and must be requested on an annual basis following the University budgeting process)

The respective SGA will review the submission to determine alignment with the University's mission, vision, and values and make a recommendation to the Dean of Students. The Dean of Students will consult with the proposed faculty/staff advisor, and other University Administration. The Dean of Students will make the final decision. The Dean of Students will provide a brief summary of the approved organization to the respective SGA, Business Council and President's Council. The leadership of the organization and the faculty/staff advisor will work together with the Dean of Students to establish an account with the Director of Business Services.

### Student Organizations Fundraising

Fundraising should be conducted primarily for the purpose of supporting the overall mission of Baptist Health Sciences University. Appropriate fundraising is identified as fundraising which benefits BHSU, Baptist Memorial Health Care (BMHCC), BMHCC-sanctioned charitable organizations, or student organizations.

Limited internal fundraising is permissible for student organizations to support the mission and objectives of their respective constitutions and bylaws. Any fundraising activity is to be for the benefit of the

organization as a whole and in direct support of its stated purpose. Funds are not to be distributed to the officers or members of an organization for personal profit or gain.

Students may not conduct fundraising for “outside” groups, interests, causes, or for personal profit on the BHSU campus.

All advertisements and collection sites for any fundraising activity must state or display how the funds from the event will be used.

Student organizations are prohibited from soliciting donations from any outside person, business, or organization without the approval of the Director of Development and Dean of Students.

Student organizations are limited to one fundraiser per term and only one student organization can be actively fundraising at any given time.

All fundraising activities must be approved by the Dean of Students.

Fundraising activities involving food are limited to bake sales and homemade items. Selling food from an external restaurant or vendor for fundraising will not be approved. Snack items may be sold from campus wide events such as concerts.

Student organizations may solicit non-monetary donations internally, such as clothing or school supplies, for a BMHCC-sanctioned charitable organization at any time.

Student organizations are expected to keep accurate records of funds received, and all deposits of funds into their respective agency account must be co-signed by two students and the faculty advisor.

Student organizations are required to submit a year-end summary by August 1 regarding their respective fund accounts (deposits and expenditures) to the Dean of Students.

An officer of the organization must complete and submit to the Dean of Students a “Student Organization Event/Fundraising Request” form. The form must be signed by the faculty advisor and be submitted at least 7 days before the event is to occur. Advertisement for any fundraising activity must state how the funds from the event will be used.

### Student Publications

Before distribution, all student-generated publications must be reviewed by the Dean of Students, or an appointed designee, to ensure compatibility with the stated mission and values of BHSU. The University assumes no responsibility for the factual accuracy of the information found in student-generated publications.

### Student Representation

BHSU students are involved in institutional decision-making processes through representation on institutional and divisional boards and/or committees.

The Student Government Association (SGA) is the official mechanism through which students participate in decision making at BHSU. The scope, authority, and membership of SGA is found in the SGA constitution, which is available upon request from the SGA President, the Dean of Students, and on MyCampus. The SGA is empowered to act as a liaison between the student population and the faculty, staff, and administration of the University. SGA has input into the development and execution of non-

academic programs which impact student life at the University. Upon enrollment at the University, all students become members of SGA.

### Office of Faith and Service

In the atrium area of the Campus Hub is a beautiful stained-glass window with a cross. There is a large plaque that is located next to the window that states, "Surely the Lord is in this place." These are visual spiritual reminders of how important faith is to the University. It is the belief of the faculty, staff, and administration that the majority of students that attend the University come due to a calling from God to be health care providers. Interweaving academic excellence with faith is a priority of the University.

Faith has many faces at the University. In the classroom, a faculty member might share a faith story or begin class with prayer. Students can be seen praying for one another in the hallway or in the small Chapel located in the Campus Hub. Each trimester Chapel services are designed to illustrate faith in a variety of ways: ministers, artists, musicians, educators, videos, and students. Another event that is planned in the spring trimester is Spiritual Renewal Days. During this week, speakers and artists are brought in for a time of challenging reflection. Students' hands are anointed and prayed for when beginning their clinicals during a special ceremony called Blessing of the Hands. Students engage in missions both near and far. Each year, medical mission trips are taken where faith and academics merge as an expression of compassion through mobile medical clinics. Locations for the trips have included Mexico, Belize, Peru and the Dominican Republic.

Pastoral care and counseling are also provided by the Office of Faith and Service. The Director of the Faith Integration and Service may be contacted by calling 901-572-2579

### Student Conduct

In keeping with the mission of Baptist Health Sciences University (BHSU), students are expected to reflect Christian principles and professional standards in their conduct. Persons preparing to enter the health care professions are expected to exhibit high moral standards and values. Acceptable conduct is based upon consideration for the rights of others and self-respect. The Golden Rule -- "Do unto others as you would have them do unto you" -- is a basis for the Standards of Student Conduct. Failure to comply with these Standards of Student Conduct subjects the student to disciplinary action up to and including dismissal from the University. In all cases, violations of the Standards of Student Conduct will be documented in the appropriate University file.

### Honor Code

All students are expected to abide by the Baptist Health Sciences University Honor Code, as inscribed below. Each student acknowledges their pledge to uphold the Honor Code when they register for classes each trimester, and at other times during the year.

"In support of the Christian mission of Baptist Health Sciences University, I commit myself to honesty and integrity. I will not cheat, lie, or commit plagiarism and I will hold others accountable to these standards."

### Standards of Student Conduct

The Standards of Student Conduct as well as other rules and regulations governing student behavior and academic progression are in place to ensure that a safe and secure learning environment exists and so

that individual rights are protected. These policies, and disciplinary sanctions concerning such infractions, are administered by the Dean of Students.

A student who commits a violation of the Standards of Student Conduct will be subject to the University's disciplinary process. The nature of the sanction will depend upon the violation and the surrounding circumstances. A Student Appeal Process is available to address a student's concerns regarding disciplinary actions taken in response to violations of university policy or Standards of Student Conduct.

- All BHSU students are expected to abide by the University's policies and procedures.
- Dishonesty, including lying, giving false or misleading information, plagiarism, cheating, misrepresenting the truth, or withholding material information is contrary to the values and spirit of the University, and is prohibited.
- Respect is required for the property of BHSU and others. Such respect includes, but is not limited to, abstaining from property destruction or vandalism, theft or unauthorized use or possession of university or other property.
- Respect must be exhibited for the life and bodily safety of any student, patient, staff member, or guest of BHSU or any other person. Such respect includes, but is not limited to, abstaining from fighting, verbal/physical abuse, or hostile/threatening behavior or language directed toward another person.
- Gambling is prohibited on campus or at any function sponsored by BHSU or while representing the University.
- Profane language is not to be used, lewd or indecent conduct is not to be exhibited, nor obscene literature possessed or displayed on campus or at any function sponsored by BHSU or while representing the University.
- Misuse of University or clinical agency computers, or the improper use or abuse of the Internet while on campus or while using the BHSU website or University e-mail address is prohibited.
- Students are expected to exhibit mature and responsible behaviors on campus, in the clinical setting, and in the classroom. Appearance or behaviors which cause a distraction or disturbance will not be tolerated in the classroom, in the clinical site, on campus, at any BHSU-sponsored function or when representing the University.
- Smoking and/or smokeless tobacco, and electronic cigarettes are prohibited on campus and in clinical facilities.
- Refusing to follow a directive of a BHSU or civil official is not permitted.
- Fire exit doors are to be used only in case of emergency. These doors are not to be used for entry or exit of the building and should never be propped open. Such action poses a severe safety and security risk for all students.
- Loaning an ID badge to others to access BHSU facilities is not permitted.
- Open flames of any type are prohibited on BHSU property.
- Unauthorized entry onto campus, into the living area of the residence hall or into affiliated agencies is prohibited. Unauthorized presence in clinical or treatment areas is further prohibited.
- Students must abide by all BHSU and Baptist Memorial Health Care parking policies.
- Students must abide by all housing procedures and policies as defined in the Residence Hall Handbook.
- Students must abide by a BHSU disciplinary sanction, take no action to influence or coerce testimony, knowingly provide false or misleading information, nor withhold material information in a University judicial proceeding or hearing. Additionally, students must refrain

from any form of retaliation toward individuals involved in the judicial process, investigation, or outcome of a policy violation.

- Violations of state or federal law(s), other than minor traffic violations, committed on or off campus are prohibited.
- Any circumstance by which a patient may be put at risk, including, but not limited to, abuse, neglect, or abandonment is prohibited.
- Students must maintain confidentiality of clinical agency/client information in all settings, to include but not limited to clinical and classroom settings, as well as refrain from posting or communicating any type of identifiable patient information on social networks or other forms of electronic media.
- Falsification of personal records, academic or admission records, or clinical documents is prohibited.
- Students must not alter or misuse safety equipment, nor tamper with or otherwise render useless safety equipment such as exit signs, fire extinguishers, fire alarms, fire boxes, first aid equipment, emergency phones, or other such equipment. A student shall not render a false report of an emergency or sound a false alarm.
- Students are prohibited from being under the influence of, or in possession of, illegal drugs, unprescribed controlled drugs, alcohol, or inhalants, or participating in the sale, manufacture, or distribution of these while in the classroom, the clinical setting, on campus and/or off-campus housing, or while participating in BHSU sanctioned or sponsored activities.
- Use and/or possession of weapons, firearms, or explosive devices is prohibited in campus buildings or at any function sponsored by the University or while representing the University.

### Reporting possible violations of the Standards of Student Conduct

Academic matters - Students witnessing a violation of the Standards of Student Conduct in a classroom or clinical setting must report the incident promptly to the faculty member in charge. The faculty member will report the incident to the Academic Dean of the division for investigation.

Non-academic matters - Students witnessing a violation of the Standards of Student Conduct in non-academic settings other than in the Residence Hall must report the incident promptly to the Dean of Students for investigation.

Residence Hall matters - Students witnessing a violation of the Standards of Student Conduct in the Residence Hall must report the incident promptly to the Residence Life Specialist, who will report the incident to the Dean of Students for investigation.

In each case, specific details such as the name of the person(s) involved, time, date, location of the violation must be reported in writing. If others also witnessed the violation, their names should be provided to the Academic Dean (academic matters) or the Dean of Students (non-academic and residence all matters) for investigative purposes.

### Academic Integrity Policy

The purpose of the Academic Integrity policy is to define academic integrity and provide guidelines for reporting when academic integrity is not met by the student.

A student is expected to demonstrate academic integrity, respect for others and civility to remain in good standing with the University. BHSU recognizes that lack of academic integrity may include, but is

not limited to, cheating, plagiarism, collusion, falsifying data, personation, and ghosting.

The faculty member is responsible for maintaining an environment that is conducive to learning. When academic integrity is not upheld, the learning environment is disrupted. Faculty members have the authority to determine grading penalties for lack of academic integrity in their own courses; penalties and consequences pertaining to the final course grade will be outlined in the course section of the syllabus. Faculty members are responsible for reporting all incidents associated with academic integrity to the Academic Dean of their Division.

Students witnessing a lack of academic integrity are responsible for reporting all incidents to the appropriate faculty member in adherence with the University Honor Code.

Students demonstrating a lack of academic integrity in any classroom, clinical work, or program progression requirements are subject to disciplinary action up to and including dismissal from the University.

Academic integrity is a commitment, even in the face of adversity, to the five basic principles: Honesty, Trust, Fairness, Respect, and Responsibility. Academic integrity is defined as implicit and explicit behaviors that exemplify honesty and truthfulness when presenting one's academic work. Academic integrity is further defined as constructive and ethical behaviors that are reflected in one's academic work.

Breaches of academic integrity include, but are not limited to:

**Cheating:**

1. Communicating with or copying from any other individual during any type of assessment (exam, test, quiz, assignment, paper, presentation, competency, etc.) except as the assessment rules specifically permit this (e.g., group assessments) or with any person other than a properly authorized instructor or authorized proctor.
2. Taking a picture or otherwise copying an exam or other type of assessment, or providing such a picture to another person.
3. Introducing any written, printed or electronically accessed, or photographed materials into an examination area, unless expressly permitted by the assessment or program rules.
4. Gaining access to unauthorized material related to an examination during or before the examination.
5. Communicating with or copying from any other individual during any type of assessment (exam, test, quiz, assignment, paper, presentation, competency, etc.) except as the assessment rules specifically permit this (e.g., group assessments) or with any person other than a properly authorized instructor or authorized proctor.
6. Taking a picture or otherwise copying an exam or other type of assessment, or providing such a picture to another person.
7. Introducing any written, printed or electronically accessed, or photographed materials into an examination area, unless expressly permitted by the assessment or program rules.
8. Gaining access to unauthorized material related to an examination during or before the examination.

**Plagiarism:**

1. The inclusion in an individual's work of more than a single phrase from another person's work without the use of quotation marks and/or appropriate acknowledgement of the source.

2. The summation of another person's work or ideas by simply changing a few words or altering the order of presentation.
3. The summation of another person's work without appropriate acknowledgement of the source.
4. The substantial and unauthorized use of the ideas of another person without appropriate acknowledgement of the source.
5. Copying all or part of the work of a student(s) or other individual, with or without that individual's knowledge or agreement.

**Collusion:**

1. Submission of work done in collaboration with another person as entirely one's own with the intention to gain an unfair advantage.
2. Collaboration with another individual in the completion of work which is intended to be submitted as one's own unaided work.
3. Allowing another individual(s) to copy part or all of one's own work.

**Falsifying Data:**

1. Presenting false data or data obtained by unethical methods, in clinical time records, competency reports, assignments, research, etc.

**Personation:**

1. Assuming the identity of another individual, with the intention of gaining unfair advantage for that individual.
2. Knowingly and willingly allowing the impersonation of oneself, with the intention of gaining unfair advantage for himself/herself.

**Ghosting:**

1. Submitting work which has been produced in whole or part by another person on their behalf (e.g., the use of a ghost-writing service).
2. Making available one's own work to another for financial or other gain.

All faculty members will include in the course section of the syllabus grading penalties for lack of academic integrity. All faculty members will report all incidents associated with academic integrity to their Academic Dean. All students will report all witnessed incidents related to lack of academic integrity to the appropriate faculty member. For specific sanctions and disciplinary actions related to a lack of academic integrity, refer to the Campus Disciplinary Process section in this handbook.

## Student Drug and Alcohol Policy

Students are prohibited from being under the influence of, or in possession of, illegal drugs, un-prescribed controlled drugs, alcohol or inhalants, or participating in the sale, manufacture, or distribution of these while in the classroom, the clinical setting, on campus, and/or off-campus housing or while participating in BHSU sanctioned or sponsored activities.

## Drug Testing

It is the policy of BHSU to test students in an unbiased and impartial manner for any of the following reasons:

- Prior to enrollment (graduate programs only)
- Randomly throughout enrollment
- Prior to entering the clinical portion of a professional program

- Reasonable suspicion
- Post-incident/unusual occurrence
- As may otherwise be reasonable under the circumstances.

### Definitions

A “substance” is any illegal drug, un-prescribed controlled drug, alcohol, inhalant, or any other intoxicating or mind-altering chemical.

### Procedure

Prior to enrollment (graduate program only) -- A substance screen is completed at the time students are on campus for orientation. Students are responsible for the fee, which is paid at the time of orientation. The substance screen is conducted by University Tennessee Health Science Center staff which is Baptist University’s designated health care provider for performing student substance screens. If the substance screen requirement and related payment are not met at orientation, students are not cleared to register for classes.

### Random Testing

Both Baptist University and the health agencies with which it contracts have a substantial interest in the continued sobriety of students due to the physically, emotionally and intellectually demanding duties the students perform. Therefore, all students will be subject to random, unannounced substance screens throughout the course of each term. Baptist University will bear the cost of the random substance screens. The time required of the student to be away from class or clinical rotation to undergo random substance screening will not penalize a student or result in a reduction of logged classroom and/or clinical hours.

### Pre-Clinical Testing

Pre-clinical substance screens are required prior to the student’s first clinical course in the professional curriculum. Costs are included in the student’s course fees.

### Reasonable Suspicion Testing

Students may be requested to undergo substance screening at any stage of their enrollment for reasonable suspicion or if cause exists to indicate the student is using or is under the influence of any substance contrary to this policy. Reasonable suspicion of substance use may be based on direct observation of substance use and/or physical symptoms or manifestations of being under the influence of any substance while in the classroom, clinical setting or on campus, or while participating in Baptist University sanctioned or sponsored activities; abnormal conduct or erratic behavior such as absenteeism, tardiness, or evidence that an individual has tampered with a substance test while enrolled; information that a student has contributed or caused harm, without limitation, to themselves or others. When a faculty or staff member believes that reasonable suspicion of substance use exists, the faculty or staff member should contact the Dean of Students or the Dean’s designee. Where reasonable suspicion of substance use is corroborated, the student will be told of the observations and directed to undergo substance screening. If the student is believed to pose a risk to self or others, the faculty or staff member will immediately remove the student from the setting. The reporting faculty or staff member will also be asked to produce a description documenting the basis for the reasonable suspicion of substance use, and the subsequent steps taken as soon after the incident as possible. Baptist University will bear the cost of reasonable suspicion substance testing.

### Refusal to Submit/Failure to Report

If a student refuses to submit to substance testing during random or reasonable suspicion screening, including failing to report to the collection site at the designated time, the student will be considered to be in violation of Baptist University policy and will be subject to disciplinary action, up to and including administrative dismissal.

### College Response to Violations

Violating this policy or procedures will render a student subject to disciplinary action up to and including dismissal from the residence hall and/or from Baptist University. Students who have a positive result on a substance screen, whether pre-clinical, random, or for reasonable suspicion, will be given an opportunity to explain the positive substance screen result. If, in Baptist University's sole discretion, the explanation is unreasonable and/or cannot be satisfactorily documented by the student's health care provider, the student will be required to be evaluated by an approved assistance program and comply with recommendations of the individualized treatment and aftercare plan when appropriate. Failure to comply with recommendations, and/or the treatment and follow-up as indicated by the evaluating certified/licensed professional, will render a student subject to disciplinary action up to and including dismissal from the residence hall and/or from Baptist University as prescribed in the Violations of College Policies or Standards of Student Conduct Policy.

Students who are enrolled in clinical courses and who have a positive result on a pre-clinical and/or other substance screen without reasonable explanation, or students who are enrolled in a clinical course and performing course activities in the clinical environment who present a reasonable suspicion, and subsequently have a positive result on a substance screen without reasonable explanation, will be withdrawn from the clinical coursework and referred for evaluation by an approved assistance program. After receiving appropriate recommendations and/or completing treatment, the student will be reinstated to the clinical coursework with the completion of a progression plan approved by the Dean/Chair of the student's major. The student will be responsible for complying with all recommendations made by the assistance program. Failure to comply with recommendations, and/or to comply with treatment and follow-up as indicated by the evaluating professional, will render a student subject to dismissal from the program, and disciplinary action up to and including dismissal from Baptist University.

Following a professional evaluation, enrolled students will be required to submit to ongoing random substance screening as mandated by Baptist University. Students shall remain subject to such ongoing random substance screening for the entirety of the time the student remains enrolled.

In the event of a second positive substance screen, a student will be given an opportunity to explain a confirmed additional positive substance screen result. If, in Baptist University's sole discretion, the explanation is unreasonable and/or cannot be satisfactorily documented by the student's health care provider, the student will be deemed to be in violation of Baptist University policy, and will be administratively dismissed from their program and Baptist University.

### Campus Disciplinary Process

[Violations of College Policies or Standards of Student Conduct: Disciplinary Process and Sanctions](#)  
Baptist University ensures that a fair process is followed for the handling of student misconduct issues. BHSU disciplinary process is administered by the appropriate dean. For academic violations, the appropriate dean is the academic dean responsible for the Division in which the violation occurred. For violations of the Standards of Student Conduct, the appropriate dean is the Dean of Student Services.

The time frames in which Baptist University intends to act, as prescribed in this policy, indicate Baptist University's desire to proceed expeditiously. These time frames may be expanded in order to allow Baptist University to exercise care and to act prudently.

As required by federal law, one who claims to be a victim of sexual assault by a student shall have, in the appeal as in all phases of the disciplinary proceeding, the same opportunities as the accused to have others present, and to be informed of the final determination with respect to the alleged sex offense and any sanction that is imposed against the accused.

## Sanctions

Types of sanctions include, but are not limited to one or more of the following:

- Written Warning
- Disciplinary Probation
- Institutional Financial Assistance Suspension
- Investigative Suspension
- Disciplinary Suspension
- Administrative Dismissal

## Definitions

Written Warning-Official statement advising the student of a violation of a BHSU policy and informing the student that further action will be taken if another violation occurs. When applicable, the written warning will include that his/her university-sponsored scholarships may be terminated or reduced.

Disciplinary Probation-Probation may include but is not limited to the following: restrictions on extracurricular activities, Residence Hall privileges, student leadership restrictions, and/or officer positions. Extracurricular and leadership activities include but are not limited to activities related to recognized organizations such as Presidential Ambassadors, committee appointments, Resident Assistants, Residence Hall Council, mentors, and any other leadership positions on campus. A student may be placed on disciplinary probation for a designated period of time, determined by the nature of the infraction.

Institutional Financial Assistance Suspension- University-sponsored financial assistance may be terminated or reduced accordingly.

Investigative Suspension-The student is suspended from class, clinical, or both pending the investigation outcome of an academic or non-academic infraction, or charges of criminal conduct, which in the view of BHSU administration, may pose a potential risk to the campus and/or clinical community. An investigative suspension must be approved by the Provost, or the President in his/her absence.

Disciplinary Suspension-The student is suspended from class, clinical, and campus activities for a designated period of time, up to one (1) year. In addition, the student may not be allowed to participate in student life activities, or be on campus property during this time.

Administrative Dismissal-At the discretion of the administrative officials of BHSU, a student may be administratively dismissed for cause including, but not limited to, violations of the Standards of Student Conduct, refusal to follow a directive from a University official, refusal to submit to drug testing, consistently refusing to abide by University policies, or acting in the opposition to the Christian mission

of BHSU. The student is ineligible for re-admission to BHSU.

Class Days-For the disciplinary process class days are defined as Monday through Friday when classes are in session, excluding officially recognized BHSU holidays.

## Procedure

A student who commits a violation of BHSU policies or Standards of Student Conduct will be subject to sanctions administered through BHSU disciplinary process. The nature of the sanction(s) will depend upon the severity, frequency, and number of violations and the surrounding circumstances determined by the appropriate dean. The following steps outline the procedure for dealing with non-academic and academic student disciplinary matters:

### Step 1

The student violating BHSU policies or the Standards of Student Conduct should be immediately informed of the inappropriate behavior immediately upon observance or, in unusual circumstances in which such action is not possible or appropriate within two (2) class days of the observance, unless such circumstances exist to prohibit a meeting in the exact timeframe. Resolution is to be sought between the parties involved expeditiously.

For academically-related matters, faculty members must take action in a timely manner when a student is observed to be in violation of BHSU academic and course specific policies.

The appropriate academic dean (or designee) must be notified immediately by the faculty member regarding the academic action taken. In consultation with the faculty member, the academic dean may take additional action at this time, for the protection of the student, other students, faculty, staff, affiliated agencies or patients or others in a campus or clinical setting. Such action may remain in effect until full resolution of the issue is reached.

The Academic Dean, in conjunction with the faculty member, will determine the academic sanctions, if any are to be applied, based on the course syllabus and the academic integrity policy. The academic violation will then be reported to the Dean of Students to be investigated in a manner consistent with all other violations of the Standards of Student Conduct. (See Step 2)

For all violations of the Standards of Student Conduct, the Dean of Students must be notified immediately by the individual(s) observing the violation of BHSU policies or the Standards of Student Conduct. The Dean of Students may take action at this time, in consultation with the appropriate Academic Dean, for the protection of the student, other students, faculty, staff, affiliated agencies, or patients or others in a campus or clinical setting. Such action may remain in effect until full resolution of the issue is reached. If an offense is in violation of the Standards of Student Conduct and serious enough to warrant further disciplinary action, the Dean of Students proceeds to Step 2.

### Step 2

The Dean of Students contacts the person or persons observing the behavior to investigate the occurrence. The person(s) observing the behavior must submit a written summary stating the issue in sufficient detail and the action taken thus far.

### Step 3

The Dean of Students will contact the student to set up an interview to discuss the charges. Following

the meeting, the Dean of Students will provide a written notice to the student of the charges via the BHSU e-mail. The Dean of Students will also interview the involved staff member(s) faculty member(s) or other person(s) observing the behavior, unless unusual circumstances prohibit such interviews. In lieu of, or in addition to individual interviews, the Dean of Students may choose to schedule a meeting with all of the involved parties within four (4) days of completing Step 2. Additional materials may be requested by the Dean of Students prior to the meeting. Only the Dean of Students, the person(s) observing the behavior, the student involved, and if applicable, the faculty member(s), together with any person the student wishes to offer as a witness will be allowed to attend the meeting which is considered a closed University proceeding.

#### **Step 4**

A decision will be rendered within two (2) class days after completion of Step 3, which will be sent via US Post Office, certified signature required, to the last mailing address which the student provided to BHSU. The type of infraction (non-academic vs. academic in nature) will determine whether the Dean of Students or the Academic Dean will render the final decision. In certain circumstances, both the Dean of Students and the Academic Dean will need to be involved prior to a final decision being made. In all instances, documentation regarding the rendered decision will be placed in the student's file, to be held in the office of the Dean of Students.

#### **Step 5**

If the student does not concur with the action taken by the Dean in Step 4, the student has the option of initiating the 'Student Appeal Process'. This process must be initiated within one (1) week of receipt of the decision, or, if the letter is returned by the post office to BHSU without the student's signature showing receipt of the letter from the date the letter was mailed.

### [Procedural Steps for Specific Sanctions](#)

#### [Administrative Dismissal](#)

In the case of Administrative Dismissal, BHSU transcript will reflect that the student received an Administrative Dismissal, and a grade of "W", "WP" or "WF" will be issued for each course according to the grade earned at the time of administrative dismissal.

#### [Disciplinary Suspension](#)

Following the prescribed term of Disciplinary Suspension, the student must submit notification of intent to re-enroll to the Registrar prior to their return; meet with the appropriate academic dean or program chair to develop a new progression plan toward their degree and determine placement for clinicals, if applicable; and, have an updated criminal background screen completed. After completion of the disciplinary suspension, upon the student's return, he/she is placed on a one (1) year period of disciplinary probation.

#### [Investigative Suspension](#)

During an investigative suspension, the student may be ineligible to participate in activities of BHSU. A resident student may be asked to leave the residence hall during this suspension.

#### [Institutional Financial Assistance Suspension](#)

During an institutional financial assistance suspension, the student may be ineligible for institutional financial assistance in subsequent trimesters.

Flow Chart: The Student Disciplinary Process

Student Disciplinary Process Flow Chart

Incident Occurs

**Academic Violations**

Faculty member informs student immediately of the inappropriate behavior observed via meeting with the student within 2 class days of the incident, unless unusual circumstances prohibit it.

Faculty takes academic action and notifies Academic Dean of the division in which the violation occurred.

Academic Dean, in conjunction with faculty member, determines academic sanctions, if any, are to be applied.

Student informed of academic sanction by official communication from the Academic Dean of the Division.

If offense is in violation of the Standards of Student Conduct and Academic Dean, along with faculty, find the behavior to be serious enough to merit further disciplinary action, the Academic Dean reports the violation to the Dean of Students to be investigated. The report must be in writing and include all details and action taken thus far.

**Violation of Standards of Student Conduct**

Report/documentation for a suspected violation is sent to the Dean of Students for investigation in a manner consistent with all other violations of the Standards of Student Conduct. A written summary describing all action taken thus far must be included in the report.

Dean of Students conducts interviews with all parties involved and investigates the incident.

Dean of Students provides written notice of charges to the student.

Dean of Students determines if violation has occurred; if so, defines sanction to be imposed within (2) class days of completion of the investigation.

Dean of Students notifies student of the outcome of the investigation and any sanction to be imposed by official communication from University.

If a student does not concur with the action taken by the Dean, the student has the option of initiating the Student Appeal Process.

## Disciplinary Proceeding Disclosures

The results of campus disciplinary action are considered a confidential matter between the institution and the student involved in the proceeding. Outcomes of University disciplinary procedures are not disclosed to other parties, with the exception of university staff on a need-to-know basis, and those designated by law.

The University will provide, upon request, the final results of any institutional disciplinary proceeding dealing with a crime of violence or a non-forcible sex offense to the alleged victim, or their next of kin if the victim dies as a result of the crime or offense.

## Student Appeal Process

The purpose of the Student Appeal process is to provide an opportunity to address student's concerns regarding disciplinary actions taken in response to violations of university policy or Standards of Student Conduct.

A student may initiate the Student Appeal Process after receiving disciplinary action resulting from a violation of university policy or the Standards of Student Conduct. The Vice President of Enrollment Management and Student Affairs administrate the Student Appeal Process.

This appeal process does not cover instances where students are alleging discrimination, harassment or retaliation in violation of the Non-Discrimination - Student Policy. If the student believes he or she is a victim of discrimination, harassment or retaliation, the student should contact the Director of Human Resources as outlined in the Non-Discrimination Student Policy (Please see Non – Discrimination – Students STU.5011) or file a complaint using the University's grievance procedures.

As required by federal law, one who claims to be a victim of sexual assault by a student shall have, in the appeal as in all phases of the disciplinary proceeding, the same opportunities as the accused to have others present and to be informed of the final determination with respect to the alleged sex offense and any sanction that is imposed against the accused.

Class days for the Student Appeal process are defined as Monday through Friday when classes are in session, excluding officially recognized University holidays.

The following steps outline the procedure for the Student Appeal Process:

### **Step 1**

To initiate the process, the student must submit a written request to the Vice President of Enrollment Management and Student Affairs that includes the reason for the appeal described in sufficient detail to support the student's claim, and the resolution desired. The student must initiate the Student Appeal Process within five (5) class days of the Dean's decision. The student forfeits any appeal rights beyond this time period. Notwithstanding the foregoing, the Vice President of Enrollment Management and Student Affairs may waive the five (5) day Student Appeal deadline in extraordinary circumstances. Upon receipt of the written appeal, the student will be afforded the opportunity to review all documents and materials used to make the disciplinary action decision.

## **Step 2**

The Vice President of Enrollment Management and Student Affairs shall review the matter, and may, if they think it is appropriate, conduct further investigation and/or engage in additional hearings.

## **Step 3**

A decision will be rendered by the Vice President of Enrollment Management and Student Affairs in consultation with the President. The decision of the Vice President of Enrollment Management and Student Affairs is final and will be sent via official BHSU email, to the last mailing address which the student provided to the University.

## **Policies, Procedures, and Guidelines**

### **Alleged Discrimination Grievance/Complaint—Students**

It is the policy of Baptist Health Sciences University to maintain an academic and work environment free of discrimination, including harassment. Any individual that believes that he/she is a victim of discrimination, harassment and/or retaliation on the basis of race, color, national origin, sex, disability, or age carried out by the University's employees, other students or third parties may address his or her concerns by seeking informal resolution and/or filing a formal complaint.

All information related to the complaint and its investigation will be treated as confidential. Complaints will remain confidential to the extent allowed by law and to the extent that a complete investigation can be conducted. Retaliation against a person who files a complaint or the individuals who participate in the investigation proceedings is prohibited. Anyone who believes that he or she is the victim of retaliation should advise the Director of Human Resources, 20 S. Dudley Street, Suite 920, Memphis, TN 38104 (572-2592 or via email) immediately.

The definition of "class days" as used herein is found in the Student Handbook and is defined there as Monday through Friday when classes are in session, excluding officially recognized University holidays.

### **Definitions**

**Discrimination** - the unjust or prejudicial treatment of different categories of people, especially on the grounds of their race, color, religion, national origin, pregnancy, sex/gender, age, handicap, disability (mental, visual, or physical), creed, marital status, veteran status, genetic information, or any other category protected by federal or state law. Also, the practice of unfairly treating a person or group differently from other people or groups of people similarly situated.

**Harassment** -- Verbal or physical conduct that insults, shows hostility or aversion toward individuals because of their race, color, religion, national origin, pregnancy, sex/gender, age, handicap, disability (mental, visual, or physical), creed, marital status, veteran status, genetic information, or any other category protected by federal or state law and that contributes to or has the effect of creating an intimidating, hostile, or offensive working environment; unreasonably interferes with an individual's work performance; or otherwise adversely affects an individual's employment opportunities.

Additionally, sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, physical conduct of a sexual nature, when submission to such conduct is made either explicitly or implicitly a term or condition of employment; is used as the basis for making employment

decisions; or has the purpose or effect of unreasonably interfering with an individual's work performance or creating a hostile, intimidating, or offensive work environment.

### Informal Complaint Procedure

Individuals who feel they have been the victims of discrimination, harassment and/or retaliation on the basis of race, color, national origin, sex, disability, or age may contact the Vice President of Administrative Services, 20 S. Dudley Street, Suite 920, Memphis, TN 38104 (572-2592 or via email) in an effort to resolve the complaint informally. The responsible official will attempt to resolve the matter within five (5) class days of receiving the complaint.

At any point during the informal resolution process, the individual may elect to file a formal complaint.

### Harassment

It is the policy of the University to maintain an academic and work environment free of discrimination, including harassment. Any individual that believes that he/she is a victim of discrimination, harassment and/or retaliation on the basis of race, color, national origin, sex, disability, or age carried out by the University's employees, other students or third parties may address his or her concerns by seeking informal resolution and/or filing a formal complaint.

Harassment consists of unwelcome conduct whether verbal, physical, or visual that insults or shows disrespect toward a person's protected status as defined above.

If the student believes he or she is a victim of discrimination, harassment or retaliation, the student should contact the Vice President for Administrative Services, 20 S. Dudley Street, Memphis TN, Suite 920, Phone 572-2592 or via email as outlined in the Non-Discrimination Policy – Students found on page 60 of the Student Handbook, or file a complaint using the University's grievance procedures as outlined in the Alleged Discrimination Grievance – Complaint Policy – Students found on page 60.

### Formal Complaint Procedures

#### Step 1

An individual has the right to file a formal complaint to address any incident of alleged discrimination, harassment and/or retaliation. Complaints must be in writing (assistance with preparing the written complaint will be provided upon request). The complaint process is initiated by the individual submitting a signed Alleged Discrimination Grievance/Complaint form to the Dean of Students in the Campus Hub Building (572-2662 or via email). Forms may be obtained from the Dean of Students or downloaded from MyCampus under Students/Student Policies.

The form must be submitted within ten (10) class days following the alleged incident (the day of the incident or action does not count). The definition of "class days" as used herein is found in the Student Handbook and is defined there as Monday through Friday when classes are in session, excluding officially recognized University holidays. (This gives the equivalent of fourteen (14) calendar days). At the discretion of the Director of Human Resources, under certain circumstances, a complaint filed beyond the stated deadline may be investigated.

**Step 2**

All complaints will be promptly and impartially investigated. The investigating official is the Dean of Students or a designee. The complainant will be advised in writing when the investigation is initiated which will be not later than two (2) class days following receipt of the completed complaint form. If the initiation of the investigation will be delayed beyond the stated time period, the complainant will be advised of the delay and the reason in writing.

**Step 3**

The investigation will include interviews with the complainant, the accused party and any named witnesses. Both the complainant and the accused will be permitted to submit any documentation or other evidence they consider relevant. The investigation will be completed within ten (10) class days following initiation. If the completion of the investigation will be delayed beyond the stated time period, the complainant will be advised of the delay and the reason in writing.

**Step 4**

The complainant and other relevant parties will be advised of the outcome of the investigation in writing. If the conclusion is that discrimination occurred, the written disposition will also include information regarding the corrective and/or remedial action that will be taken to address the discrimination and to prevent recurrence.

**Step 5**

If the complainant disagrees with the investigative findings or the recommended corrective/remedial action he or she may appeal the case to the Provost (572-2591 or via email). Appeal requests must be submitted in writing within seven (7) class days of receiving the written disposition of the investigation. Anyone needing assistance in the filing an appeal (writing support or procedural questions) may contact either the University Counselor in the Campus Hub Building (572- 2660 or via email), or the Vice President of Administrative Services (572-2592 or via email).

**Step 6**

Appeals will be heard by the Provost or a designee. The appeal process will involve a review of the investigative findings. If deemed necessary, additional interviews with the complainant, the accused and/or witnesses will be conducted. Within five (5) class days of receiving the appeal request, the final resolution of the complaint will be provided in writing to the complainant. If a delay is necessary, the complainant will be advised of the extent of the delay and the reason in writing.

## Complaints or Concerns From Students

Students have an opportunity to express complaints or concerns in a structured manner to the appropriate University official. Written complaints from students will be reviewed and appropriate follow-up provided. The University encourages students to share their concerns and will treat, to the extent allowed by applicable local, state or federal laws, such information as confidential. University officials reserve the right to share the information if they believe keeping such information confidential has the potential for harm to a student, others at the University, or the community. Anonymous complaints may be investigated based upon the seriousness of the concern expressed and the availability of follow-up information. A record of complaints will be maintained by the appropriate individual, as noted below.

If the student believes they are a victim of discrimination, harassment or retaliation, the student

should contact the Director of Human Resources as outlined in the Non-Discrimination Policy – Students, or file a complaint using the University’s grievance procedures under Alleged Discrimination Grievance—Complaint Policy—Students found in the section of the Student Handbook titled “Policies, Procedures, and Guidelines.”

Students should forward complaints or concerns in writing to the following individuals who will review and provide appropriate follow-up:

- Financial Aid – Vice President of Enrollment Management and Student Affairs
- Campus Housing – Dean of Students
- Academic – appropriate Academic Dean
- Other matters – triaged by the Dean of Students for further action.

### Off-Campus Authorities

Depending on the nature of the complaint, students who are not satisfied with an outcome may forward their complaint to one of the following outside agencies:

- Complaints relating to quality of education or accreditation requirements shall be referred to the Southern Association of Universities and Schools Commission on Universities (SACSCOC). ([Complaints and Third-Party Comments - SACSCOC](#))
- Complaints related to the application of state laws related to approval to operate or licensure of a particular professional program within a postsecondary institution shall be referred to the appropriate State Board (i.e. State Boards of Health, State Board of Education, and so on) within the Tennessee State Government and shall be reviewed and handled by that licensing board (<http://www.tn.gov> and then search for appropriate division).
- For students attending programs in Tennessee, complaints related to state consumer protection laws (e.g., laws related to fraud or false advertising) shall be referred to the Tennessee Division of Consumer Affairs and shall be reviewed and handled by that Unit (<https://www.tn.gov/attorneygeneral/working-for-tennessee/consumer-affairs.html>).
- Complaint Resolution Policies and Procedures for Non-Tennessee Resident Students in State Authorization Reciprocity Agreement States, commonly known as SARA.
  - Student complaints relating to consumer protection laws that involve distance learning education offered under the terms and conditions of the State Authorization Reciprocity Agreement (SARA), must first be filed with the institution to seek resolution.
  - Complainants not satisfied with the outcome of the Institution’s internal process may appeal, within two years of the incident about which the complaint is made, to the Tennessee Higher Education Commission\_ ([https://www.tn.gov/thec/bureaus/student-aid-and-compliance/postsecondary-state\[1\]authorization/request-for-complaint-review.html](https://www.tn.gov/thec/bureaus/student-aid-and-compliance/postsecondary-state[1]authorization/request-for-complaint-review.html)).
  - For purposes of this process, a complaint shall be defined as a formal assertion in writing that the terms of SARA or the laws, standards or regulations incorporated by the SARA Policies and Standards (<http://www.nc-sara.org/content/sara-manual>) have been violated by the institution operating under the terms of SARA.

### Compliance with All Applicable Laws

The University will act in compliance with any and all applicable federal and state laws, including any amendments to existing laws and any new laws that may become effective subsequent to the

publishing of this Student Handbook. The University is committed to making a good faith effort to comply with each and every applicable law. If a student suspects that someone is violating the Standards of Conduct, a law or regulation, or is committing an act of patient abuse, the student has an obligation to report it immediately.

There are four ways a student can do this:

- Tell your instructor, faculty member, department chair or Academic Dean.
- Call the Corporate Compliance office at 901-227-5920, or University Compliance Officer at 901- 572-2592.
- If the situation is sensitive, or you feel uneasy about it, you can report it confidentially to the Helpline/Hotline at 1-877-BMH-TIPS (1-877-264-8477).
- Talk with Corporate Legal Counsel at 901-227-5233.

As part of the University's commitment, to the extent any part of this Student Handbook is in conflict with an applicable federal or state law, said law shall control. Should any provision of this Student Handbook be found to be invalid, such finding does not invalidate the entire Student Handbook, but only the subject provision.

## EMERGENCY AND EVACUATION PROTOCOLS

### Fire Alarm

When a fire alarm sounds all occupants of the building should proceed to the nearest designated exit. If that exit is blocked by fire, heavy smoke, or debris, make your way to the next closest exit. After exiting, make your way to the designated assembly area outside of your building.

When an alarm sounds, occupants should always take action as if there is an actual emergency. The main concern is to get all occupants out of the building in a safe and timely manner. Stay clear of fire lanes to avoid critical delays for fire fighters, firefighting equipment, and first responders.

### Immediate Fire Emergency Response

This plan consists of a four-step procedure that all occupants should follow during a fire. All occupants, faculty, and staff should memorize this procedure. This procedure recognizes that the best response to a fire is to (1) rescue anyone in immediate danger of smoke or flames, (2) sound the alarm, (3) confine the fire, and (4) extinguish the fire if possible, and evacuate. This procedure can be easily recalled when expressed as the acronym RACE.

- R - Rescue anyone in immediate danger. Quickly tell others in the fire area. Do this in a calm, but firm manner.
- A - Sound the ALARM. Either activate the pull station yourself or call out to someone to pull it for you. Sounding the alarm will get the Fire Department on its way while the building is evacuated. Call the front desk at 901-572-2911 and confirm the location of the fire.
- C - Confine the fire. Close all doors and windows to prevent the spread of smoke and flames.
- E - Extinguish and evacuate the building.

### How to Report a Fire

The individual discovering a fire will immediately send in an alarm by activating a pull station, located at the stairwell exits on each floor. In addition, call the Information Center at the emergency number,

901- 572-2911. Tell the staff member that there is a fire, the location of the fire, and the size and type of fire.

When a pull station is activated, the alarm will sound throughout the building. All occupants will evacuate. When the alarm sounds, all persons are to leave their areas via the nearest stairwells, walk down the stairs, and evacuate the building.

Any time a fire extinguisher has been used or tampered with, the Information Center should be notified at 901-572-2468.

### Participation of Students

All students should learn the location of fire extinguishers and their proper usage for each type of fire. In addition, students should learn the location of the manual fire alarm pull stations on each floor.

Resident students should make sure that their roommate leaves the building. The buddy system works! Students should familiarize themselves with the shortest route to the stairwell exits, and know the procedure to follow when a fire emergency occurs.

Upon being notified of a fire emergency, each student should immediately evacuate the building. It is the responsibility of all occupants of campus housing to see that the corridors to the stair-wells are unobstructed at all times. If any objects or materials are placed where they block the means to exit, this should be reported promptly to the Information Center at the non-emergency number, 901-572-2468.

Do not use elevators in the event of a fire or alarm. Upon activation of the fire alarm system, the elevators will automatically go to the first floor. Security will stand by the elevator and operate them for the Fire Department.

### In the Event of a Fire

- Do not panic.
- Know how to activate the fire alarm.
- Know the location of fire exits.
- Do not use the elevators.
- If there is smoke and heat, stay close to the floor.

### What to Do if Trapped by Fire

- Go to the door and feel the door before opening it. If it is hot, do not open it.
- If the door is not hot to the touch, open it slowly, cautiously, and proceed to the exit.
- If you are trapped by fire, get as many doors closed as possible between you and the fire.
- If smoke enters the area in which you are trapped, stuff towels, clothing, or other materials under and around doors to keep smoke out. Wet them if possible.
- Stay low to the floor. That is where the fresh air will be.
- If you leave the area, stay very low to the floor, and feel your way along the floor to the nearest exit.

### Fire Extinguishers

Fire extinguishers located in buildings at the University can be used on all types of fires. These are

ABC extinguishers and are made of dry chemical.

#### *Learn How to "PASS"*

- PULL the pin. Some units require the releasing of a lock latch, pressing a puncture lever, or other motion.
- AIM the extinguisher nozzle (horn or hose) at the base of the fire.
- SQUEEZE or press the handle.
- SWEEP from side to side at the base of the fire until it goes out. Shut off the extinguisher. Watch for reflash, and reactivate the extinguisher if necessary.

### University Emergency Notification and Evacuation Plan

In the event of a significant campus emergency or dangerous situation involving an immediate threat, the campus community will be notified by campus email of any pertinent information, actions, or precautions that should be taken. In addition, students who have signed up for the Omnilert emergency notification system will also be contacted at their designated email address and by text message.

#### Evacuation Procedures

The order to evacuate a University building will come from Security, the Supervisor of Maintenance and Operations, the Administrator on-call, or a University Safety Officer. In event of a fire, coordination will occur with the Memphis Fire Department.

Evacuation plans are posted on each floor in all campus buildings. In the event of an alarm or notice to evacuate, students and staff are to assemble in a designated area outside the area of danger:

- Campus Hub Building--northwest corner of the Monroe Parking Lot (intersection of Madison and Pauline)
- Annex--same as for Campus Hub Building
- Collaboration Building – corner of Monroe and Dudley
- Health Sciences Building--from rear of the building: rear of parking lot; from street entrance: parking East Lot by Landau Uniform Company.
- Nursing Building—northeast corner of the Union lot.
- COM Building—East fence line.

Evacuation of a building should be immediate, and complete. If the building cannot be reoccupied, students and staff should proceed to the nearest unaffected University building as directed by Security or Facilities personnel.

A determination for closing University buildings will be made by the President and Vice President of Administrative Services in collaboration with Security, the Manager of Maintenance and Operations, and appropriate civil officials. If the closing determination is made during non-business hours, notification will occur through implementation of the University's call tree, including media notification.

#### Omnilert Emergency Notification/Timely Warning Notices

All students are encouraged to sign up for the Omnilert emergency notification system, which sends text and email messages in case of a campus emergency, or closing due to inclement weather. Instructions for signing up are located on MyCampus under "How To's," or use this [link](#):

<https://bhsu.omnilert.net/subscriber.php>

To aid in the prevention of crimes, the Vice President of Financial and Business Services or any Administrator on Call will issue timely warnings via electronic format regarding crimes or other incidents considered to be a threat to students and employees.

## Lockdown

In the event of an emergency and notification of a campus lockdown, follow the procedures below.

- Immediately put all cell phones on “Vibrate” or “Silent” mode.
- Calls to Campus Security or the Emergency Phone line should be made only if specific information becomes available regarding the location or conduct of the intruder or if the status of the emergency changes.
- Remain calm. Encourage others to remain calm. Be as quiet as possible.
- Immediately cease all activity (i.e., teaching, group work, meetings, etc.)
- Lock or barricade all doors where possible; use furniture or desks as cover.
- If possible, cover any windows or openings that have a direct line of sight into a hallway.
- Turn off the lights and try to give the impression that the room is empty.
- Stay low, away from windows and doors.
- DO NOT respond to anyone at the door until an “all clear” message is received via campus notification systems.

## Bomb Threat

- Make detailed notes of everything the caller says, particularly in regard to time when the bomb might explode and the location of the bomb.
- Attempt to identify the caller, taking note of the following characteristics: Was the caller male or female? Can you determine the approximate age of the caller by the sound of the voice? Did the caller have an accent? Did the caller sound certain and firm?
- Note the number on the phone’s caller ID, and have someone do a reverse phone search using [www.whitepages.com](http://www.whitepages.com)
- Attempt to identify any background noise.
- Ask as many questions as possible to gain further information about the bomb's location or clues to the caller's identity.
- Note the time the call was received.
- Report the call to Information Center’s emergency number at 901-572-2911 immediately.
- Follow directions for evacuation if needed.
- Do not use cell phones or radios.
- Do not touch or disturb any suspicious items, regardless of how they appear.

## Utility Failure: Electricity/Heat/Cooling

- Report a utility failure to Information Center at 901-572-2468.
- Utilize flashlights.

## General Earthquake Procedures

### During the Quake

- If You Are Indoors--Stay there. Get under a sturdy desk or table or against an inside wall. Do

not stand in a doorway, and stay clear of windows, bookcases, mirrors, fireplaces, or any object that could fall on top of you.

- If You Are Outside--Get into the open, away from buildings, trees, walls, or power lines.

### After the Quake

- Remain Calm. Prepare for possible aftershocks. Stop and take time to think.
- Check for injuries, and provide first aid if needed. Cover the injured with blankets to keep them warm.
- Put on heavy shoes and work gloves if available.
- Check for fires, and fire hazards. Do not search for gas leaks with a lighted match.
- Do not use electrical switches or appliances if gas leaks are suspected -- sparks can ignite gas from broken lines.
- Do not switch on the gas or electricity until the utility officials have checked your area.
- Do not touch downed lines or electrical wiring of any kind.
- Replace telephone handsets that may have been shaken off. Do not use the telephone unless there is a life or death emergency.
- Do not use your vehicle unless there is an emergency.
- Check food and water supplies. Do not eat or drink anything from opened containers near shattered glass.
- Turn on your battery-powered radio or car radio for damage reports and information.
- Practice strict sanitation and keep fingers out of the mouth.
- Be prepared for aftershocks.
- Cooperate with public safety officials.
- Earthquake information is provided by the Memphis and Shelby County Emergency Management Agency at 901-222-6700.

### Tornado Warning Response Plan

- Close windows and blinds, and then move away from windows. Do not open windows.
- Disconnect electrical appliances.
- All occupants should report to the following designated tornado shelters:
  - Campus Hub -- interior classrooms without glass panels (Room 101 & 103)
  - Annex--inside hallway
  - Collaboration Building – Groner Auditorium
  - Health Sciences Building--basement
  - Nursing Building—Room 147
  - COM Building – Classrooms 100, 104A, 104B, Deans area stairwell
- Stand by for instructions, and prepare to evacuate if necessary.

The Information Center and Security Officers monitor weather conditions regularly. Memphis and Shelby County have a tornado warning system utilizing tornado-warning sirens. When these sirens sound, the following action will take place.

Security will:

- Notify students and staff of the danger
- Direct students and staff to the safest possible location
- Inform students and staff when it is safe to leave
- If a tornado watch is issued for your area, it means that a tornado is possible.

- If a tornado warning is issued, it means that a tornado has been spotted, or is strongly indicated on radar, and it is time to take shelter immediately.

### Incllement Weather Closings

The decision to cancel classes and/or campus activities due to inclement weather will be made by the President or the President's designee. Closing decisions made overnight will be distributed to local television news media. Information will also be sent via email and Omnilert which come in the form of a text message and email to those who have signed up for [sign up here](#) ([instructions available.](#)) The University Security Office will place a recorded message on the Information Center voice mail if the University is closed. Call 901-572-2468 to listen to the message.

### Active Shooter Response Plan

In the event of an emergency involving an active shooter on campus, the University will initiate emergency communications to students and staff. This may be in the form of emails, phone calls, or announcements. The following protocols have been established to provide the greatest potential for safety.

#### If the Shooter is Outside the Building

- Turn off all lights, close blinds, and lock doors.
- If you can do so safely, get on the floor and out of the line of fire and sight.
- Move to a core area of the building if it is safe to do so, and remain until the "all clear" is given by law enforcement or security patrolmen.
- If staff or students do not recognize the voice that is giving the "all clear," do not change your status.
- Unknown or unfamiliar voices may be false, and designed to give false assurances.

#### If the Shooter is Inside the Building

- If it is possible to flee the area safely and avoid danger, do so.
- Contact 911 and the Information Center emergency number at 901-572-2911 with the location if possible, using your cell or other phone.
- Silence cell phones
- If flight is impossible, lock all doors and windows, and get out of the line of fire and sight.
- Get down on the floor or under a desk, out of the line of sight of a window or door window, and remain silent.
- Wait for the "all clear" instruction, only from law enforcement or security patrolmen.

#### If the Shooter Comes Into Your Class or Office

- There is no one protocol that authorities recommend in this situation.
- Attempt to get the word out to others if possible and call 911 and the Information Center emergency number at 901-572-2911 if it is practical.
- Use common sense. If hiding or flight is impossible, negotiation may be the only counter measure.
- Attempting to overcome the shooter with force is a LAST RESORT that should only be initiated in the most extreme circumstances.
- Remember that there may be more than one active shooter.
- Wait for the "all clear" from the proper authorities.
- In case you are able to flee, run as far and fast as you can away from the target building.

## Emergency Kits

All campus buildings are equipped with emergency kits. The Red Cross suggests that you assemble a "disaster supplies kit" that you keep in your room, office or car. It should contain:

- A first aid kit with essential medication in addition to the usual items.
- A battery powered radio, flashlight, and extra batteries
- Canned and other non-perishable food and a hand operated can opener.
- Bottled water
- Sturdy shoes and work gloves
- First aid manual
- List of important telephone numbers.

The above list has been adapted from Federal Emergency Management Administration (FEMA) information.

**BUCOM**  
**Student Handbook**  
**2025-2026**



## NON-DISCRIMINATION POLICY– STUDENTS

It is the policy of the University to maintain an academic and work environment free of discrimination, including harassment. Discrimination, harassment and retaliation based on race, color, national origin, ethnicity, sex, sexual orientation, gender identity, disability, religion or age are prohibited in the University's programs and activities. If you believe, you are a victim of discrimination, harassment and/or retaliation you may contact [Jessy Fowler](mailto:jessy.fowler@baptistu.edu), Director of Human Resources, Collaboration Bldg., Room 918, 901-572-2445, [jessy.fowler@baptistu.edu](mailto:jessy.fowler@baptistu.edu); or James Knox, Director of Safety & Organizational Compliance, 901-572-2510, [james.knox@baptistu.edu](mailto:james.knox@baptistu.edu) and/or file a complaint using the University's grievance procedures. Information on the grievance procedures can be found in the Student Handbook, Faculty & Staff Handbook, and on the University website at <https://www.baptistu.edu/campus-life/student-policies>.

In accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended, BHSU provides accommodations for students with documented disabilities on an individual and as-needed basis. BHSU adheres to all applicable federal and state laws with respect to providing reasonable accommodation to ensure equal educational opportunities for qualified disabled individuals. The Provost (Suite 922, Collaboration Building), is the designated official responsible for the University's compliance efforts under the Rehabilitation Act and the Americans with Disabilities Act. The Provost ensures that the University's facilities, programs and services are accessible to and usable by individuals with disabilities. Students who have accessibility questions or who need accommodations should contact Laurie Brooks, ADA Coordinator, Room 101A, Health Science Building, 901-572-2570, email [Access.Services@BaptistU.edu](mailto:Access.Services@BaptistU.edu).

## GREETINGS FROM THE BUCOM DEAN



Welcome to the Baptist University College of Osteopathic Medicine. Our faculty, staff, and students welcome all those who possess a servant's heart, a scientist's curiosity, and the desire to improve the lives of others through the practice of osteopathic medicine. The faculty, staff, and administration of Baptist University College of Osteopathic Medicine are committed to honoring and advancing the culture of Baptist Health Sciences University as a faith-based institution as well as the philosophy and heritage of the osteopathic profession. We believe in the body's inherent ability for wellness, a patient-centered approach to the practice of medicine, and a philosophy of medical care that embraces the body, mind, and spirit. Our primary goal is to train physicians

who exhibit the compassion, devotion and excellence that we feel is best personified by the Great Physician, Jesus Christ.

As educators and medical professionals, we strive to advance medical knowledge, the practice of medicine, the health and wellness of our patients, equitable access to quality medical care by all individuals, and the promotion of health policy that advances healthcare in our nation and throughout the world. We strive to train physicians who will emphasize preventive medicine, wellness, primary care, and community-based practice, but who will be prepared to succeed in any discipline or graduate medical education program. We designed our curriculum to provide our students with the skills required to remain lifelong learners, the desire to contribute to the advancement of medical knowledge, and the passion to serve their patients throughout their professional careers.

Recognizing the needs of underserved populations in the Mid-South region, the United States and around the globe, we recruit students with a servant's heart and then design local outreach events and international medical missionary trips to kindle a passion for disadvantaged patients and give them the experience of reaching these people with needed medical care.

The task of becoming an osteopathic physician is educationally and personally demanding. At your core, if you have a servant's heart, if you possess a strong commitment and passion to enhance the lives of others, and if you have the motivation, work ethic, and personal responsibility that the curriculum and profession demand, the personal and professional rewards that you experience will far exceed the cost. If you share the qualities that we seek, you will find kindred spirits and lifelong partners here at Baptist University College of Osteopathic Medicine.

Peter A. Bell, DO  
Peter A. Bell, DO, MBA, HPF, FACOEP-dist, FACEP  
Vice Provost and Dean

## BUCOM Mission

The Mission of the Baptist Health Sciences University College of Osteopathic Medicine (BUCOM) is to provide an exemplary model of education that prepares physicians who integrate the art and science of healing with their faith, calling, and pursuit of excellence.

BUCOM prepares future physicians and scientists who are committed to improving the health of the diverse populations in the Mid-South Region of Tennessee, Arkansas, and Mississippi with special emphasis on primary care in urban, underserved, and rural areas. To advance our mission, BUCOM develops clinically skilled, compassionate, and culturally competent physicians from diverse backgrounds who are grounded in osteopathic philosophy and practices, and who are ready to meet the future healthcare workforce needs. BUCOM advances research, innovation, and discovery to improve health, and solve the medical challenges of today and the future.

## BUCOM Vision

The Vision of BUCOM is to be distinguished regionally, nationally, and globally for excellence and innovation in osteopathic medical health education, which prepares graduates to transform health care through exceptional patient-centered care.

## University AND BUCOM Values

The shared values of our learning community are:

### **Integrity**

Aspiration Statement: BHSU models high ethical standards in all aspects of learning, teaching, service, and business.

### **Professionalism**

Aspiration Statement: BHSU provides an environment that promotes the competence, character, and commitment of faculty, staff and students to their careers and vocations.

### **Service as an expression of Christian values**

Aspiration Statement: BHSU fosters a Christian environment where servant leadership is modeled in all aspects of learning, teaching, service, and business.

### **Continuous Improvement**

Aspiration Statement: BHSU strives to be innovative and promotes ongoing assessment as a means to achieve organizational and personal excellence.

## PROFESSIONAL ETHICS

### AOA Code of Ethics

Doctors of Osteopathic Medicine (DO) are required to sign the [AOA Code of Ethics](#) each academic year.

The American Osteopathic Association (AOA) Code of Ethics is a document that applies to all physicians who practice osteopathically throughout the continuum of their careers, from enrollment

in osteopathic medical college/school through post graduate training and the practice of osteopathic medicine. It embodies principles that serve as a guide to the prudent physician. It seeks to transcend the economic, political, and religious biases, when dealing with patients, fellow physicians, and society. It is flexible in nature in order to permit the AOA to consider all circumstances, both anticipated and unanticipated. The physician/patient relationship and the professionalism of the physician are the basis for this document.

The AOA has formulated this Code to guide its member physicians in their professional lives. The standards presented are designed to address the osteopathic and allopathic physician's ethical and professional responsibilities to patients, to society, to the AOA, to others involved in health care and to self.

Further, the AOA has adopted the position that physicians should play a major role in the development and instruction of medical ethics.

**Section 1.** The physician shall keep in confidence whatever she/he may learn about a patient in the discharge of professional duties. Information shall be divulged by the physician when required by law or when authorized by the patient.

**Section 2.** The physician shall give a candid account of the patient's condition to the patient or to those responsible for the patient's care.

**Section 3.** A physician-patient relationship must be founded on mutual trust, cooperation, and respect. The patient, therefore, must have complete freedom to choose her/his physician. The physician must have complete freedom to choose patients whom she/he will serve. However, the physician should not refuse to accept patients for reasons of discrimination, including, but not limited to, the patient's race, creed, color, sex, national origin, sexual orientation, gender identity, or disability. In emergencies, a physician should make her/his services available. [View further interpretation.](#)

**Section 4.** A physician is never justified in abandoning a patient. The physician shall give due notice to a patient or to those responsible for the patient's care when she/he withdraws from the case so that another physician may be engaged.

**Section 5.** A physician should make a reasonable effort to partner with patients to promote their health and shall practice in accordance with the body of systematized and scientific knowledge related to the healing arts. A physician shall maintain competence in such systematized and scientific knowledge through study and clinical applications.

**Section 6.** The osteopathic medical profession has an obligation to society to maintain its high standards and, therefore, to continuously regulate itself. A substantial part of such regulation is due to the efforts and influence of the recognized local, state and national associations representing the

osteopathic medical profession. A physician should maintain membership in and actively support such associations and abide by their rules and regulations.

**Section 7.** Under the law a physician may advertise, but no physician shall advertise or solicit patients directly or indirectly through the use of matters or activities which are false or misleading. [View further interpretation.](#)

**Section 8.** A physician shall not hold forth or indicate possession of any degree recognized as the basis for licensure to practice the healing arts unless she/he is actually licensed on the basis of that degree in the state or other jurisdiction in which she/he practices. A physician shall designate her/his osteopathic or allopathic credentials in all professional uses of her/his name. Indications of specialty practice, membership in professional societies, and related matters shall be governed by rules promulgated by the American Osteopathic Association. [View further interpretation.](#)

**Section 9.** A physician should not hesitate to seek consultation whenever she/he believes it is in the best interest of the patient.

**Section 10.** In any dispute between or among physicians involving ethical or organizational matters, the matter in controversy should first be referred to the appropriate arbitrating bodies of the profession.

**Section 11.** In any dispute between or among physicians regarding the diagnosis and treatment of a patient, the attending physician has the responsibility for final decisions, consistent with any applicable hospital rules or regulations.

**Section 12.** Any fee charged by a physician shall compensate the physician for services actually rendered. There shall be no division of professional fees for referrals of patients.

**Section 13.** A physician shall respect the law. When necessary, a physician shall attempt to help to formulate the law by all proper means in order to improve patient care and public health.

**Section 14.** In addition to adhering to the foregoing ethical standards, a physician shall recognize a responsibility to participate in community activities and services.

**Section 15.** It is considered sexual misconduct for a physician to have sexual contact with any patient with whom a physician-patient relationship currently exists.

**Section 16.** Sexual harassment by a physician is considered unethical. Sexual harassment is defined as physical or verbal intimation of a sexual nature involving a colleague or subordinate in the workplace or academic setting, when such conduct creates an unreasonable, intimidating, hostile or offensive workplace or academic setting.

**Section 17.** From time to time, industry may provide some AOA members with gifts as an inducement to use their products or services. Members who use these products and services as a result of these gifts, rather than simply for the betterment of their patients and the improvement of the care rendered in their practices, shall be considered to have acted in an unethical manner. [View further interpretation.](#)

**SECTION 18.** A physician shall not intentionally misrepresent himself/herself or his/her research work in any way.

**SECTION 19.** When participating in research, a physician shall follow the current laws, regulations and standards of the United States or, if the research is conducted outside the United States, the laws, regulations and standards applicable to research in the nation where the research is conducted. This standard shall apply for physician involvement in research at any level and degree of responsibility, including, but not limited to, research, design, funding, participation either as examining and/or treating provider, supervision of other staff in their research, analysis of data and publication of results in any form for any purpose.

Source: American Osteopathic Association. Code of Ethics; website:

<https://osteopathic.org/about/leadership/aoa-governance-documents/code-of-ethics/> Accessed December 2022.

## BOOKSTORE

The BHSU Campus Bookstore is located in the Annex Building at 1003 Monroe Avenue, Memphis, TN 38104-3199. The phone number is 910-572-2480 and web address is

<https://www.bkstr.com/baptisthsustore/home>. The store is open Monday through Friday and closed on weekends. Purchases made online or in store at the Baptist Health Sciences University benefit the students and the University. The University receives annual financial allowances from its relationship with Baptist Health Sciences University that are in turn used to help support the academic mission of Baptist Health Sciences University.

## HEALTH SCIENCES LIBRARY

In addition to the BHSU Health Sciences Library, BUCOM maintains an on-site medical school library on the second floor of the BUCOM building. This provides both librarian support and online resources in addition to space for individual and group study. A variety of online resources are available as well as commonly used textbooks and journals. Student should access library resources through the link on the MyCampus page.

## LOCKERS

Each student in the OMS-1 and -2 years will be assigned a locker in the BUCOM building. Lockers assignments will change between the OMS-1 and -2 years so that the OMS-1 class can be assigned lockers closer to the Gross Anatomy lab. Students are responsible for maintaining their locker and will follow the guidelines listed below.

1. All lockers are considered BUCOM property.
2. Use of a locker by a person other than to whom it is assigned is forbidden. Misuse of a locker may lead to termination of locker privileges.
3. The BUCOM security officer reserves the right to open a locker without the consent of the student to whom the locker is registered in instances where locker procedures are being abused or in the case of emergency.
4. Flammable materials, dangerous chemicals explosives or weapons of any kind are strictly prohibited inside the lockers.
5. Lab coats and shoes used in the Gross Anatomy lab should be stored using the hooks and shoe cubbies in the lab rather than in the locker.
6. Perishable items, illegal or controlled substances such as drugs or alcohol are also strictly prohibited inside the lockers.
7. Any food stored in a locker should be removed at the end of the day.
8. Students are not permitted to affix anything (that cannot be easily removed and does not leave a residue to the interior of their lockers. Nothing can be affixed to the exterior of their lockers.
9. Upon assignment and during use, students are responsible for reporting any damage or needed repairs to the Office of Student Affairs. Students will assume the cost of any unreported damages.
10. All personal items must be stored completely within a locker. All items left outside of a locker, whether secured or not, will be removed and disposed of accordingly.
11. OMS-1 students will sign a locker agreement during orientation. OMS-2 students will renew their locker agreement at the start of the OMS-2 year in August.
12. Students who require a locker during the Summer Term will complete a locker agreement and be assigned a locker at the start of the term.
13. Lockers not renewed will be cleaned out and all contents turned over to BUCOM Security.

## PARTICIPATION IN RESEARCH AND SCHOLARLY ACTIVITIES

### *Research Proposals (GEN.2065)*

BUCOM is committed to training students in research and scholarly activity through educational curriculum that is applied by students culminating in the completion of a scholarly project.

The BUCOM curriculum includes a longitudinal foundations of research course educating students in key topics related to research and scholarly activity. The course material will consist of five categories for educational content.

- Biostatistics
- Research methodology
- Experimental design
- Epidemiology

- Evidence-Based Medicine

The Research Principles course runs longitudinally through years one and two of the program. By the end of year two, students will be required to submit a proposal for a capstone scholarly project to be completed by the end of training. Projects will focus on biomedical or clinical research or address healthcare disparities. Students will have opportunities to participate in additional projects and experiences in research and scholarly activity by assisting with faculty research, completing a pre-clinical BUCOM summer research elective, or completing a 4<sup>th</sup> year research elective rotation.

All student research must align with the mission or objectives of the BUCOM and the University.

All student research will follow BUCOM and University policies and procedures involving human subjects and/or their private information, animal care and biosafety as applicable. Student research proposals must obtain the required approval by the Institutional Review Board prior to implementation. Every student research proposal submitted for external funding to any agency or organization, whether public or private, must receive administrative approval by the BUCOM Dean and University President prior to submission.

Students who matriculate as first year medical students at BUCOM will be oriented to the policies and procedures for research at the medical school. All incoming students will participate in a research workshop that introduces the multiple systems for supporting student research at BUCOM. BUCOM support systems for student research include the following:

**Faculty mentors:** Both faculty members at BUCOM (DO, MD and PhD) and Baptist Memorial Medical Education community faculty are available to work with students on a variety of research and scholarly projects.

**Facilities:** Bench research facilities are available on the 4<sup>th</sup> Floor of the Dudley Building, including 4 basic science labs. Animal lab facilities are available at the Vivarium. BUCOM maintains annual funds in the budget to support approved student research projects.

**Statistical and design support and grant writing:** The Baptist Clinical Research Institute (BCRI) works closely with BUCOM to provide research assistance, including experts in study design, power determinations, statistical design, grant writing and an institutional review board (IRB) through Baptist Memorial Healthcare. These resources are available to all BUCOM them to present at the conference. This will include one day for travel and one day to present. Students will not be excused for the entirety of a conference. Absence must be discussed in advance with the Senior Dean for Academic Affairs. Students must meet with the course directors of any class they will miss and get signatures from these faculty regarding permission to attend and plans for make-up work.

BUCOM has a set pool of funding per academic year to help assist with conference attendance. All travel and lodging arrangements must be made through the approved Baptist Memorial Medical Education travel agency. All costs must be preapproved by the Dean a minimum of three months prior to the conference. Travel to present research is available only if the student is presenting their own original research (i.e., cannot attend unless student is personally giving an oral podium presentation or orally defending their poster). The student's name and presentation must be formally listed in the conference agenda or proceedings. Students who are provided financial assistance for research must provide all receipts including a hotel statement showing a zero balance to the administrator for the dean. Flights should be coach class and the lowest possible fee through the travel agent. No rental

cars will be reimbursed. Hotel reimbursement will only be done for the conference hotel at the specified conference rate.  
students and faculty.

**Time:** Students will be provided time during their first and second year to plan out their research or scholarly project working in tandem with a BUCOM/BRCI research mentor.

**Financial support for dissemination of scholarly work:** Students whose research is accepted for a regional, national or international conference who are either personally defending a poster or giving a podium presentation may apply for financial support from BUCOM to help defray costs for travel and accommodations. These funds are appropriated annually and the amount available varies annually based on student interest.

Students must complete their projects and present research of scholarly activity at a local, regional, or international conference. Students may also present a poster at one of the BRCI quarterly research symposiums. Students whose work is accepted at a conference will be excused from class to permit

## ACADEMIC COUNSELING AND SUPPORT

### **Planned academic counseling and support programs for the proposed Baptist University Health Sciences University College of Osteopathic Medicine: Pre-clinical (Years 1 and 2)**

Academic counseling for the Baptist Health Science University College of Osteopathic Medicine (BUCOM) will be augmented through additional personnel, resources and facilities. Two full-time academic enrichment specialists will assist the osteopathic medical students with academic success.

Study skills and test taking strategies will be discussed, including the importance of maintaining healthy lifestyles and resilience.

Incoming students will be assigned to both a team-based learning (TBL) group. Faculty teaching in first and second year courses will have designated office hours to help any learner who needs extra assistance. Faculty will also offer review sessions and test taking strategy coaching to support student success.

Any students who earns a non-passing grade in any first or second year course will be required to meet with either the Chair of Biomedical Sciences and/or Assistant Dean for OMS 1 and 2 and their academic enrichment specialist to design a plan for remediation. Students progress will be followed by the Senior Associate Dean of Academic Affairs and will be referred to the Student Progress Committee (SPC) in unsuccessful in a course. Remediation for a non-pass in a first-year course will be completed over the summer term between the first and second year of medical school. Students who receive a non-passing grade in the second-year curriculum will need to remediate that course prior to attempting the Comprehensive Osteopathic Medical Licensing Examination of the United States (COMLEX-USA) level 1 exam.

Prior to attempting COMLEX-USA Level 1, second year students must pass the Comprehensive Osteopathic Medical Self-Assessment Examination (COMSAE) practice assessment. Any student who does not meet the established cut-point will be required to complete a mandatory evaluation during which an academic success plan is developed. The student must successfully complete this plan and successfully pass COMSAE prior to taking COMLEX-USA level 1.

## **Planned academic counseling and support programs for the proposed Baptist Health Sciences University College of Osteopathic Medicine: Clinical (Years 3 and 4)**

During the third year, students will mostly perform mandatory rotations within the Baptist Memorial Healthcare system. A mandatory orientation with the respective rotation director or their designee is provided at the start of each rotation. Methods by which the academic performance is assessed is discussed, including the breakdown of the final grade, components of grading, whether the COMAT subject examination will be used, and any projects or presentations the student must complete. Students will receive an in-person written mid-rotation evaluation of their performance so they may correct any issues, if needed. Students identified as having learning or performance deficits will have supplemental activities developed and receive additional coaching as needed through the clerkship director or their designee. Any student who receives a summative score of "C"/<70.0% will have a mandatory meeting with the third year dean so a remediation plan can be developed. Students may also be asked to work with one of the learning assessment specialists. Any student who fails more than one third year rotation will have mandatory counseling with the applicable Third or Fourth Year Assistant Dean for Clinical Affairs. Students will also be required to come before the SPC.

During the fourth year, some students may rotate at facilities outside of the BMHC system, although the expectations for orientation and mid-rotation formative feedback remain the same. For students rotating outside of the Memphis metro, academic enrichment specialists will be available for consultation through online meeting platforms available through BUCOM.

## **CAREER COUNSELING**

BUCOM provides career counselling to osteopathic medical students through all 4 years of the curriculum. The Senior Associate Dean of Clinical Affairs will direct the counselling program through the Office of Clinical Affairs. Counseling is accomplished through large group presentations, one-on-one counselling, and email communication to academic year cohorts. The Office of Clinical Affairs maintains a roster of clinical preceptors and other practicing physicians, including residents in the Baptist system, that serve as specialty advisors to students exploring career options. Additionally, students can explore career options through specialty interest groups giving students direct access to physicians in various specialties.

Each student is provided a subscription to the Careers in Medicine Program produced by the American Association of Medical Colleges (AAMC). They are directed to complete self-assessment tools during their first year to better understand their personal strengths and interests, and to complete the career interest tools during their second year to explore career options.

Specific topics will be presented in a large group format each year of the curriculum to guide the student in progressive career development. Topics stressed in each year include but are not limited to:

**Year 1:** Understanding the Medical Education Process from Year 1 through Residency and Fellowship.  
Developing a portfolio to promote success in your chosen field including research and service.

**Year 2:** Selecting a specialty to match your abilities and interests.  
Evaluating competitiveness for the Match in various specialties.  
How to be successful in clinical rotations.

**Year 3:** 4<sup>th</sup> year requirements: Visiting Student Application Service (VSAS) and audition rotations.  
How to write an effective CV and personal statement.

Tips for success on audition rotations.  
Best practices when soliciting letters of recommendation.

**Year 4:** Understanding Electronic Residency Application Service (ERAS), alternative matches, and the matching process.  
How to maximize your success during the interview process.  
Constructing your rank order list.  
After the Match; preparing for residency.

Students are also provided with summaries of career development topics, timelines, and reminders of upcoming requirements via email at key points in their medical school careers.

All students are required to meet with a representative from the Office of Clinical Affairs during the spring of their 3<sup>rd</sup> year to discuss career goals, audition and elective rotations, specialty selection including competitiveness, and the Medical Student Performance Evaluation (MSPE). If the Office of Clinical Affairs feels that the student has a low likelihood of matching in their desired residency, they must meet with a program director or chair in the area they wish to pursue to discuss their likelihood of matching in that field. They will meet again during the fall of their 4<sup>th</sup> year to review the match application process, audition rotations, interviews, and letters of recommendation. Students may request a one-on-one appointment at any time, either in-person or virtually. The Office of Clinical Rotations will provide support to students utilizing VSAS and ERAS.

Students who, for whatever reason, decide not to continue their medical education are offered counselling in alternative career paths. The Office of Clinical Affairs will advise and support students who must participate in the Supplemental Offer and Acceptance Program (SOAP). Students who do not match will be required to meet with a counsellor to develop a plan to seek a position in an unfilled program, match in a subsequent cycle, or pursue other career opportunities.

## FINANCIAL AID AND DEBT COUNSELING

Financial aid will not be disbursed until a student is fully admitted, approved by the administration and meets all admission requirements. Financial aid information, scholarship opportunities, and debt management sessions will be provided during new student orientation prior to the start of each academic year. All first year students and new students receiving any form of financial aid are required to meet with the Assistant/Associate Director of Financial Aid or attend a presentation by the Office of Financial Aid within sixty-days of beginning their first semester as a BUCOM student. All second, third and fourth-year students must either attend an annual financial aid meeting or meet individually with the Assistant/Associate Director of Financial Aid annually. All fourth-year students with any form of financial aid must meet with the Assistant/Associate Director of Financial Aid within the three month period prior to graduation.

## HEALTH & SAFETY

### Student Clinical Supervision

BUCOM is committed to ensuring the fair and impartial supervision and evaluation of students. BUCOM faculty will not provide medical treatment of, or medical advice to, BUCOM students except in emergency situations while awaiting emergency response. Faculty who previously provided or are currently providing health care services to a BUCOM student cannot participate in the assessment or supervision of that student's performance in any venue, including, but not limited to, a course,

clerkship, or performance committee. If a student has ever received any type of healthcare by a faculty member, that faculty member must recuse themselves from any role in the subsequent assessment or supervision of that student and cannot be involved in any promotion decisions concerning the student. Students may not be supervised or evaluated by residents, faculty members, family members, or by anyone with whom they have had or have a close personal or intimate relationship.

## Mental Health Support

BUCOM students have access to diagnostic, preventive and therapeutic mental health services counseling and mental health services. A clinical psychologist is on staff to assist students with diagnostic, preventive and therapeutic mental health services. The University clinical psychologist maintains regular office hours throughout the week, with availability after hours by appointment.

BUCOM/BHSU contracts with Psychiatric Nurse Practitioner (NP) services to assist students needing acute psychiatric and/or medication support. The NP provides support both virtually and in-person as requested with a set amount of visits per term per student for initial and follow-up care. The NP provides conference, professional consultation, and program support as mutually agreed upon with Baptist University's University Counselor.

The University provides additional psychiatric mental health services to students through CONCERN, an off-campus student assistance program for counseling needs. CONCERN counselors can be reached for appointments and are available 24/7 for emergencies. CONCERN provides telehealth sessions and referral services. Students reach all CONCERN services by calling 901-458-4000.

On-campus counseling, psychiatric mental health services, and assistance through CONCERN are confidential. A health services fee is assessed to students each term to support these services.

## Health Insurance

All BUCOM students are required to maintain continuous active medical insurance sponsored by a domestic health insurance plan. Every student is required to enroll in the BUCOM provider insurance plans unless an acceptable waiver is provided in a timely manner.

BUCOM's medical plan may be waived only in the following situations:

- The student is covered under a parent's employer's group insurance.
- The student is covered under a spouse's employer's group insurance.
- The student is covered by Medicaid in the State of Tennessee for the entire academic year. (Medicaid will not be waived for third and fourth year students unless the student's clerkships are in the state where the Medicaid is issued.)
- The student is covered by the military or VA.

Individually purchased Affordable Care Act compliant plans are permitted for first- and second-year students as long as all these additional requirements are met:

- The plan deductible must not be more than \$1,500.
- The plan out-of-pocket maximum must not be more than \$6,350.
- Individually purchased medical, Affordable Care Act, and/or COBRA plans are not acceptable for students in Years 3 and 4.

## Mental Health, Wellness and Fatigue Mitigation

BUCOM seeks to promote medical education, safety and well-being in a supportive educational environment and ensure that students, faculty and staff appear appropriately rested and appear mentally and physically fit for educational, clinical and administrative responsibilities. BUCOM will provide annual education available for all faculty members, students and staff on recognizing the signs of fatigue and sleep deprivation, and information on alertness management as well as self-care and life balance. BUCOM students will complete a standardized curriculum on fatigue mitigation. Topics will be presented longitudinally over the four year curriculum, including presentations, role play, videos or other learning modalities.

Any concerns regarding fatigue, health and wellness including perceived symptoms (stress, anxiety, depression, exhaustion etc.) of self or others, may be reported to administration (BUCOM Dean, Senior Associate Deans, Associate Director of Student Affairs, or Psychologist). Reported concerns will be confidentially investigated. Appropriate strategies will be tailored to best address the problem. BUCOM administration will communicate with Academic Enrichment Specialists to help augment these strategies.

## Exposure to Formaldehyde and Organic Solvents in Anatomy Lab

Osteopathic medical students are exposed to formaldehyde and other chemicals in the gross anatomy lab. To mitigate risk, mandatory rules for anatomy lab at BUCOM include the following: Although downdraft technology and other modifications have been implemented to reduce exposure, students have varying levels of chemical exposure in the gross anatomy lab. To mitigate risk, mandatory rules for anatomy lab at BUCOM include the following:

All students are expected to follow basic safety protocols while in the anatomy lab. All personal belongings (e.g., backpacks, laptops, purses) should be stored in your locker outside of the anatomy lab. Food and drink are strictly forbidden in the lab. Application of lip balm or cosmetics are also forbidden in the lab. Contact lenses are best avoided as vapors may permeate lenses. To limit physical contact with the cadaver and released liquids, suction excess fluid from the chest or other cavities with the supplied suction head. Do not allow formaldehyde containing liquids to puddle on the floor. Absorb any puddles using paper towels and disposed of them in covered garbage containers in the lab. Report any spills to the faculty or gross anatomy lab staff. Properly cover the cadaver once finished dissecting in order to reduce the release of formaldehyde into the atmosphere. Hands must be washed with soap and warm water prior to leaving the lab.

All BUCOM students are expected to adhere to dress standard requirements for the gross anatomy lab. Anatomy clothing is for anatomy lab only and is not to be worn for OPP laboratory sessions or on campus outside of lab. Students are expected to wear BUCOM scrubs (top and pants) covered by a long-sleeved, long white lab coat monogrammed with their name. Closed-toe, non-slip, fluid impermeable shoes with socks are required. These shoes are not to be worn outside the anatomy lab area and should be stored in the cubbies in the lab area. A long sleeve t-shirt or sweatshirt may be worn under the scrub shirt and lab coat as needed, depending on temperature. Student are expected to wear nitrile gloves and plastic goggles to reduce chemical exposure.

All students are required to follow both basic safety protocols and dress standard requirements while in the anatomy lab. Any student who is pregnant or breastfeeding during their OMS-1 anatomy laboratories may seek out enhanced safety measures, although there is not a way to completely reduce exposure, and risks from chemicals are not definitively understood.

For individuals who are pregnant, breastfeeding, or have other health conditions that may impact their anatomy lab experience, students have an option to seek out enhanced measures. The Assistant Dean for OMS 1-2, the Chair of Biomedical Sciences and the BUCOM Gross Anatomy faculty should be informed of any request for additional measures to reduce exposure. A Waiver Release Attestation form must be completed as part of this procedure indicating that the student understands and assumes risk of participation. The student's physician also must sign the form indicating that the student is physically able to wear the required respirator and safety equipment, that the physician has discussed risks with the student, and that the student is receiving prenatal care.

As the anatomy curriculum runs the entirety of the OMS-1 year, there is not a way to defer this part of the curriculum or complete it at an alternative time. While absolute exposure risk is difficult to quantify in pregnancy and breastfeeding, some students may feel strongly that they wish to avoid any exposure. In this situation, pregnant or breastfeeding students may elect to defer matriculation for one academic year to avoid exposure. A student who has already matriculated may apply for a medical leave of absence.

For students who are pregnant or breastfeeding and wish to participate in laboratory sessions, the following additional personal protective equipment (PPE) must be obtained prior to participating in any curricular activities within the anatomy lab:

- Respiratory mask with cartridges: cartridges must specifically filter organic solvents and be formally fit-tested;
- Forearm guards (shields)
- Full coverage goggles
- Disposable plastic gown that extends past the knees.

The student is responsible for the both cost for this equipment and procuring it. Fit-testing will be performed by BUCOM staff who perform student respirator fit-testing prior to clinical rotations in the OMS-3 year. Students are responsible for notifying the Chair of Biomedical Sciences that all protective equipment is ready so that lab personnel are available to help orient the student. The student is responsible for procuring this equipment prior to the first lab session. If this does not occur, the student will not be permitted to participate and may not be able to make the work up.

For students with other health conditions who formally request and are granted ADA accommodations, the Chair of Biomedical Sciences will counsel those students regarding the PPE necessary for their participation in the lab. The student is responsible for any costs associated with this additional equipment.

Additional information regarding occupational health and safety related to formaldehyde exposure is available from the Centers for Disease Control

(CDC): <https://www.cdc.gov/niosh/topics/formaldehyde/default.html>

## Firearms/Weapons

Individuals shall not carry nor have in their possession any firearm or other weapon while performing learning or patient care activities or while in any healthcare facility during clinical rotations. BMHCC does not allow any firearm or other weapon in any of their buildings, other than by duly sworn security or law enforcement officers. Failure to comply with this policy may be a violation of state law and result in criminal charges or penalties and/or disciplinary action by BUCOM.

## PROFESSIONAL APPEARANCE

### Preclinical Attire Expectations

Clothing and attire should be clean, neat, and in good condition. Clothing and attire should instill confidence while enabling the students to perform his/her duties efficiently and safely.

Business Casual is the standard attire in the pre-clinical years and is defined in each section below.

Daily Classroom/Campus Attire Includes:

- Dress or skirt/blouse, trousers/dress pants or dress shirt/blouse.
- Professional dress shoes should be closed toe and heels no higher than 2 inches. Dress sandals are permissible in warm weather.
- Tennis shoes may not be worn except for a valid medical reason with physician documentation.
- Sleeveless blouses may be worn provided the blouse is professional in style and neither tight fitting nor revealing.
- Spaghetti strap tops or dresses can be worn only if a jacket or sweater suitable for a professional environment is worn over the top or dress.
- Tight fitting, see-through, ripped or revealing clothing is not suitable for men or women to include shirts/tops, pants, dresses/skirts or any other attire worn in the professional environment.
- Women may wear dress/business pants, capris, or cropped pants providing they reach the mid-calf or below.
- Dresses/skirt lengths must be modest and in professionally appropriate.
- Hats, shorts, mid-riffs, halter tops, tank tops, t-shirts, jogging apparel or warm up suits, leggings as pants and jeans or jean jacket/skirts/capris, etc., (regardless of color of fabric), are not permitted.

### White Coat Professional Events

White coat professional events are more formal, with students expected to wear a clean, pressed BUCOM lab coat. Button-down shirt with necktie or bow tie, dress slacks, belt, socks and dress shoes or dress blouse, dress or skirt that covers the top of the knee while seated, and low-heeled dress shoes or flats are required.

### Mandatory Attire for Osteopathic Principles and Practices (OPP) Laboratories:

Osteopathic physicians, in particular, use touch as part of the osteopathic approach to diagnosis and treatment. Therefore, osteopathic medical students must be able to tolerate touching and being touched by others as part of the educational process for learning examination and treatment skills. This means that non-sexual body regions being examined and/or treated will need to be sufficiently exposed for observation, palpation, and treatment, regardless of age, sex, gender, nationality, religion, race, or body size. The examination and treatment will be conducted in a respectful and professional manner that fulfills the above requirements.

- Students must wear clothing that allows skin exposure of the neck, abdomen, spine, posterior superior iliac spine (PSIS), knees, ankles, and feet.

- It is expected that undergarments will be worn under clothing at all times.
- Students may wear plain T-shirts and/or scrub wear when not the subject of examination or treatment but must remove them when required in the particular laboratory session.
- The wearing of street clothes, sweatpants, or other types of clothing not specified herein, is not permitted.
- A dedicated set of scrubs must be used for OMM labs, and these cannot be the same ones used for anatomy lab.
- Students are expected to keep fingernails neat, clean, and trimmed as to not impair palpation or cause discomfort or injury to peers and patients.
- The wearing of hats or other head coverings, except for religious and health reasons, is not permitted.
- The OMM curriculum includes the requirement of hand contact by a partner with the student's head. Students who cover their heads for religious reasons must participate and may wear a thin scarf-like cloth, or another appropriate covering.
- The dress code applies to all OMM laboratory sessions and examinations.
- Students are not to chew gum, eat candy or bring any food or drinks to the laboratory.

#### Mandatory Attire for Anatomy Laboratory:

All BUCOM students are expected to adhere to dress standard requirements for the gross anatomy lab. Anatomy clothing is for anatomy lab only and is not to be worn for OPP laboratory sessions or on campus outside of lab.

- Students are expected to wear scrubs (top and pants)
- Closed-toe, non-slip, fluid impermeable shoes with socks are required. These shoes are not to be worn outside the anatomy lab area and should be stored in the cubbies in the lab area.
- A long sleeve t-shirt or sweatshirt may be worn under the scrub shirt and lab coat as needed, depending on temperature.
- Students are expected to wear appropriate PPE as described in the course syllabus.

#### Clinical Attire Expectations (OMS-3 and -4)

Students will adhere to professional attire policies established by the rotation site. If the site does not have a policy, students will follow the BMHCC (Baptist Memorial Health Care Corporation) policy as outlined below. In addition, the general BMHCC appearance standards, students should wear their BUCOM issued short white coat. Unless otherwise directed by your preceptor, students should wear dress shirt with tie, dress slacks, dress blouse, skirt or a dress, and dress shoes with socks.

Students in OMS 3 and OMS 4 are expected to promote a professional image as a part of a distinguished health care team. It is the responsibility of each individual to be neat, clean, and dressed in accordance with prescribed appearance standards. These standards have been developed for consistent Baptist image in the minds of our customers. All OMS 3 and OMS 4 students are expected to adhere to such requirements.

- Identification Badges: Should be easily visible so patients and customers can readily distinguish team members from others.
- Overall Clothing: Jeans, T-shirts, halter-tops, tank tops, jogging apparel, leggings, and/or shorts are prohibited. Clothes and/or uniforms should be clean, pressed, and in good repair.
- Footwear: Should be clean, polished, and in good repair.

- Hair: Should be clean, neat and well-groomed. For patient care areas, hair must be confined so as not to interfere with care. Men with sideburns, mustaches, or beards must be well-groomed.
- Fingernails: Should be well-groomed, clean, and trimmed so as not to be distracting or interfere with routine tasks and/or patient comfort. Team members must comply with all applicable infection control guidelines, which preclude acrylic or sculptured nails or tips in patient care areas.
- Jewelry: Should be kept to a minimum and in good taste with no more than 2 rings and 2 pairs of earrings; no other visible body piercing is permitted.
- Good Personal Hygiene: Is required of all staff to eliminate body odors.
- Fragrances: Perfumes, aftershaves, lotions or other fragrances and /or odors should not be detectable.
- Makeup: Should not be excessive or distracting.

## COMPUTERS

Each BUCOM student will be assigned a BUCOM laptop at the start of their academic course. Each laptop will be loaded with a copy of the Microsoft Office software currently used on campus. Needed online textbooks and resources for OMS-1 and -2 courses will be loaded to each device. Students are responsible for the safety and upkeep of their device.

Students will need home internet access for their program. Wireless access to the internet is available in all BHSU buildings. Students must read and submit the “Wireless Network Access and Guidelines” found on MyCampus before the wireless password is made available. Students will have access to instructions on this process at Orientation. There are also currently 106 known free public Wi-Fi connection spots in Memphis. For a complete list of hotspots near any location, go to: <http://www.openwifispots.com>.

Students will use the device for a large majority of coursework assignment completion: to access the learning management system and all course assignments, to turn in coursework, take notes, retrieve relevant information, have synchronous class meetings, and complete surveys, among other things. With the increased availability of e-books and other online resources, students will be able to access many course materials, some free from BUCOM’s library or other online sources.

## TECH SUPPORT

The Customer Support Center is a "one-stop shop" concept to provide seamless and timely responses and services for technology needs and requests (hardware/software, telephone, printers, email, internet, online courses). Tech support is located on the second floor of the BUCOM building with walk-ins welcome. Tech support has a small number of loaner devices for use if the student’s BUCOM laptop requires more extensive repairs. Other requests for assistance or off hours requests are handled by the Customer Support Center at 901-227-7777, or email [IS.support@bmhcc.org](mailto:IS.support@bmhcc.org). You may contact Information Technology at [BHSU.Request@BaptistU.edu](mailto:BHSU.Request@BaptistU.edu) if you have additional questions.

## USE OF MOBILE TECHNOLOGY IN PATIENT CARE SETTINGS

Students should act appropriately and professionally in learning and clinical settings. Mobile device use may be appropriate when respect for colleagues, faculty, the medical team and patients is

observed. Clinical faculty supervisors must also endorse the use of this technology in their setting. Students should seek clarification from faculty and clinical supervisors regarding appropriate mobile technology use. All local clinical and hospital policies must be adhered to. Students are not permitted to use photography or videography in patient care or clinical settings.

## BUCOM STANDARDS OF PROFESSIONALISM AND CONDUCT

BUCOM students will conduct themselves in a professional manner at all times, displaying the highest standards of ethical and respectful conduct. BUCOM Standards of Professionalism and Conduct do not supersede BHSU Standards of Student Conduct, Baptist Standards of Conduct and Ethics, or standards of conduct at any clinical rotation site. They are intended to supplement the above listed standards for BUCOM students.

- All BUCOM students are expected to comply with the BHSU Honor Code and all BHSU and BUCOM policies and procedures.
- All BUCOM students are expected to comply with all policies, procedures, standards of conduct, and appearance standards of any clinical site at which they are engaged in learning activities.
- Failure to comply with the above standards may subject the student to disciplinary action up to and including dismissal from BUCOM.

### **Integrity:**

- Dishonesty, including lying, giving false or misleading information, plagiarism, cheating, misrepresenting the truth, or withholding material information in academic or clinical situations is prohibited.
- Students will diligently collect and accurately report patient information, laboratory or imaging results, and any other data relative to the patient and patient care.
- Students will clearly identify themselves as medical students and will not misrepresent their identity or role in the care of any patient.
- Students will not participate in any patient care activities without proper supervision as described in BUCOM Clinical Supervision Policy.

### **Respect:**

- Students will treat all patients, health care team members, hospital employees, faculty, administrative personnel, and others with whom they interact with appropriate dignity and respect.
- Students will communicate in an honest, professional, and respectful manner to all team members, patients, patient families, faculty, administrative personnel, and others with whom they interact in an academic or clinical setting.
- Students will make themselves aware of patients' individual cultural beliefs and consider the impact of those beliefs on the patient's health and health care needs.
- Students will not discriminate against any patient for any reason including race, color, religion, national origin, pregnancy, sex/gender, age, handicap, disability (physical,

visual or mental), creed, marital status, veteran status, genetic information, or any other category protected by federal or state law.

- Students will protect patient confidentiality, comply with all HIPAA regulations, and follow all confidentiality policies and procedures of the facility at which they are engaged in learning activities.
- Students will not take any photographs of patients. Students will not take any photographs or make any photocopies of patient medical information, nor any form of PHI.
- Students will not discuss patients in non-patient care areas such as elevators, lobbies, and cafeterias.
- Students will recognize and respect the patient's right to participate in decisions involving their health care.

**Responsibility:**

- Students are required to follow all patient safety policies, protocols and procedures and to bring any concerns related to patient safety to the attention of their preceptor or supervisory personnel in the area where they are working.
- Students will place the interests of the patient foremost during all clinical activities and decision making.
- Students will arrive for scheduled activities on-time and remain until all assigned work is completed, both for themselves and for the health care team.
- Students will comply with all instructions and directives of faculty, preceptors, and civil authorities.
- Students will not be under the influence of alcohol, illicit drugs, or prescription drugs that alter their ability to carry out their assigned duties.
- Students will not exhibit behaviors or dress in a manner that is disruptive to the learning or patient care environment.
- Students will not engage in any unlawful activity. With the exception of minor traffic violations, any civil or criminal charges brought against the student, including Driving Under the Influence (DUI), must be reported to the Dean's office within 24 hours.

**Collaboration:**

- Students will function as productive and cooperative members of health care teams including physicians, nurses, technicians, allied health and other administrative personnel.
- Students will exhibit a willingness to share and participate in the learning process in academic and clinical settings.
- Students will participate in inter-professional education events as team members, recognizing the unique training and contributions of all participants.

## BUCOM Student Violations of Standards of Professionalism and Conduct

Suspected violations of the Standards of Professionalism and Conduct BUCOM, BHSU Standards of Student Conduct Policy, or standards of conduct at any clinical rotation site should be reported to the office of the Senior Associate Dean of Academic Affairs (OMS I and II students) or the Senior Associate Dean of Clinical Affairs (OMS III or IV), or their respective designee.

- The Senior Associate Dean or their designee may address a student's minor violation with coaching, education, or a verbal or written warning. Examples of minor violations include, but are not limited to, tardiness or absenteeism, use of profane language, or interpersonal student conflict.
- Reports of unprofessionalism, misconduct, or other disruptive behavior which is severe, pervasive or otherwise significantly disrupts the educational environment will be sent to the Student Progress Committee (SPC) for investigation and recommendation of corrective action or disciplinary action. The SPC policy provides the details on the scope of the committee's responsibility and potential recommendations.
- Any individual that believes that he/she is a victim of discrimination, harassment and/or retaliation on the basis of race, color, national origin, ethnicity, sex, sexual orientation, gender, gender identity, disability, religion or age carried out by the University's employees, other students or third parties may address his or her concerns by seeking informal resolution and/or filing a formal complaint by contacting the Director of Human Resources (see BHSU Policy STU.5001).

## Professionalism Committee

The Professionalism Committee consists of student and faculty representatives, dedicated to creating and supporting a solid foundation of professional conduct. Dealing with conflict and diversity effectively and maturely is one of the key skills a physician must learn. The Professionalism Committee is seen as a steppingstone and resource along that path. Committee Membership will include a minimum of five (5) individuals: at least two (2) faculty members, at least one (1) member of BUCOM administration (assistant dean or above), at least one (1) student services professional, and at least one (1) student.

The BUCOM Professionalism Committee is charged with recommending policies, procedures, and curriculum to ensure an appropriate professional environment in our school. This broad charge includes the following, more detailed tasks:

- Review definitions and standards regarding professionalism in medical school environments.
- Develop methods for data collection and analysis to determine the extent to which the academic, clinical, and research environments on the BUCOM campus either enhance or undermine commonly accepted standards of professionalism.
- Develop short and long-term goals for enhancing professionalism on the BUCOM campus.
- Assist and advise the Dean and his office regarding both individual and systemic problems in maintaining professionalism.

## LEAVE OF ABSENCE

Students in the College of Medicine may request a Leave of Absence (LOA) for any of the following reasons:

- Required health care;
- Finances;
- Family leave;
- Active military deployment;
- Engagement in advanced study, research and/or creative scholarship;
- Other extenuating situations considered on a case-case basis.

The student must be currently enrolled, or enrolled in the previous semester and meet the minimum academic standards (good academic standing). Students should contact The Senior Associate Dean of Academic Affairs (OMS 1 and 2) or Senior Associate Dean of Clinical Affairs (OMS 3 and 4) to discuss the process and complete the LOA Request Process.

## STUDENT PROGRESS COMMITTEE

The Student Progress Committee (SPC) of BUCOM physician and non-physician faculty and staff who are appointed by the Dean of the COM annually and are charged with being responsible for the review of the totality of COM students' academic and professional performance.

With regard to academic matters, as a part of the comprehensive review, the SPC makes decisions after a Course/Rotation/COMAT Subject Exam/Clerkship failure as to whether or not students should be granted remediation and/or corrective action, be placed on probation, suspended or dismissed.

The SPC is also charged with determining whether COM students are meeting expectations for professionalism, conduct, and ethics under the Standards of Professionalism and Conduct BUCOM Policy, University Code of Conduct and other applicable University and college-level policies which set forth expectations for COM student behavior. For professionalism, conduct and ethics violations the SPC renders decisions regarding corrective action, up to and including suspension or dismissal from the COM.

COM students, who are being reviewed by the SPC are required to meet, in-person, with the SPC. Exceptions to this may be granted by the SPC Chair in cases where there are significant barriers to in-person attendance. In these cases, students may meet with the SPC via University specified videoconference tools.

The SPC will maintain confidentiality of information it receives except as may be required by law.

The student may appeal the decision of the SPC to the COM Academic and Professionalism Appeals Committee as described in the procedure below and in the University Student Handbook.

The COM Academic and Professionalism Appeals Committee consists of the COM Senior Associate Deans, or their designee.

The student may appeal the decision of the COM Academic and Professionalism Appeals Committee to the COM Dean as described in the procedure below and in the University Student Handbook. The COM Dean's decision is final.

## Procedure

The SPC process for review of a student's academic performance and/or compliance with academic regulations is as follows:

- After a first Course/Rotation/COMAT Subject Exam/Clerkship Failure:
  - The student is notified of the date and time of their mandatory meeting with the SPC.
  - The SPC meets with the student to discuss the student's Issue(s).
  - The student may invite a BUCOM representative of their choice for support. Any support representative present may not speak for the student or otherwise interact directly with the SPC members.
  - The SPC discusses and within one business day votes on the decision. Decisions are made based on a simple majority vote, with the Chair voting only in the event of a tie.
  - The SPC's decision is provided, in writing, to the student, and the appropriate Senior Associate Dean, or their designee.
- If remediation is deemed appropriate, the appropriate Senior Associate Dean or their designee will meet with the student to formulate and sign a remediation plan for the failed coursework/clerkship. The remediation plan may include but is not limited to, a study plan, regular meetings with a learning specialist, appointment(s) with a tutor, faculty mentors, or other academic support services.
  - The remediation plan will include timelines and expected outcomes/behaviors that the student will be expected to adhere to in agreeing to the remediation plan.
  - The student may not appeal the remediation plan.
  - A student who fails to comply with the signed remediation plan will be required to meet with the full SPC, whose subsequent decision may result in possible suspension or dismissal.
  - If repeat of the failed course/COMAT exam/clerkship is deemed appropriate, the appropriate Senior Associate Dean or their designee will meet with the student to provide the details for the process.
- After any subsequent Course/Rotation/Clerkship Failure or any COMLEX Level 1 or 2 failure, or Failure to Comply with a Remediation Plan:
  - The student is notified of the date and time of their mandatory meeting with the SPC.
  - The student may invite a representative of their choice for support. Any support representative present may not speak for the student or otherwise interact directly with the SPC members.
  - Witnesses or other involved individuals are not permitted to attend the SPC meeting, unless the SPC Chair has determined that it needs to consult with others before it can reach a decision. The SPC Chair may consult others as needed prior to, during, or after the meeting as needed.
  - The student will be given the opportunity at the meeting with SPC to answer questions
  - posed by the SPC, if any. The student may also submit a written or verbal statement to

- the SPC in advance of or during the meeting.
- The SPC discusses and within one business day votes on the decision. Decisions are made based on a simple majority vote, with the Chair voting only in the event of a tie.
- The SPC's decision(s) are provided, in writing, to the student and the appropriate Senior Associate Dean, or their designee.
- The decision may consist of any of the following:
  - Course/clerkship/ remediation (Academic Warning); Course/clerkship repeat (Academic Probation); Re-attempt COMLEX (Academic Probation); Academic Suspension; Academic Dismissal from BUCOM.
  - The decision from the SPC will be placed in the student record and may be considered for the issuance of official letters of recommendation (including MSPE, dean's letter, etc.)
- An appeal of the SPC decision may be made within ten (10) business days after the receipt of the SPC decision. The appeal is made in writing to the COM Academic and Professionalism Appeals Committee, with specific details explained to the student in the decision letter.
  - Grounds for appeal are limited to:
    - Any new and compelling information that was not available to the SPC committee at the time of deliberation which would have impacted the outcome of the matter; or
    - A procedural error in the SPC committee process which would have impacted the outcome of the matter.
  - The student's written appeal must specifically state which grounds are applicable.
- The COM Academic and Professionalism Appeals Committee reviews the information provided by the student and the SPC and renders a decision, in writing, to the student within ten (10) business days.
- A final appeal may be made to the Dean of the COM within ten (10) business days. The appeal is made in writing to the COM Dean, with specific details explained to the student in the decision letter.
  - Grounds for appeal are limited to:
    - Any new and compelling information that was not available to the SPC committee at the time of deliberation which would have impacted the outcome of the matter; or
    - A procedural error in the SPC committee process which would have impacted the outcome of the matter.
  - The student's written appeal must specifically state which grounds are applicable.
  - The Dean shall make a final decision on the student's appeal as soon as possible but in no event more than fifteen (15) business days from the date the student's written appeal is received.

- Suspected violations of the Standards of Professionalism and Conduct BUCOM, BHSU Standards of Student Conduct Policy, or standards of conduct at any clinical rotation site which have been reported to the office of the Senior Associate Dean of Academic Affairs (OMS I and II students) or the Senior Associate Dean of Clinical Affairs (OMS III or IV), or their respective designee that have been determined to be severe, pervasive or otherwise significantly disrupts the educational environment will be sent to the SPC for investigation and a decision of corrective action or disciplinary action.
  - The student is notified of the professionalism/conduct referral and the date and time of their mandatory meeting with the SPC.
  - Prior to the hearing or at the start of the meeting, the SPC may receive a copy of the student's academic file, including any disciplinary documents, the student's notice of referral, a copy of any investigation reports or other relevant documents applicable to the referral.
  - SPC members shall not discuss the matter prior to the SPC meeting and shall maintain the confidentiality of the information in accordance with law and policy.
  - Prior to the hearing, the SPC Chair may request a pre-meeting based on the circumstances of the referral, and may consult with others prior to, during, or after the meeting, and may request additional information from the administration, members of the faculty or the student.
  - The student may invite a representative of their choice for support. Any support representative present may not speak for the student or otherwise interact directly with the SPC members.
  - The student will be given the opportunity at the meeting with SPC to answer questions
    - posed by the SPC, if any. The student may also submit a written or verbal statement to the SPC in advance of or during the meeting.
    - Witnesses may be requested by the SPC Chair to attend the meeting.
      - A student facing possible suspension or dismissal shall have the opportunity to cross-examine witnesses regarding the allegations of professionalism and/or conduct violations in the following circumstances:
        - where the facts are in dispute;
        - where the credibility of witnesses is critical enough to determine the outcome of the matter;
        - where the witnesses to be cross-examined are relevant to determining whether the facts as alleged are true or not based on the preponderance of the evidence standard.
      - Whether these criteria exist to require cross-examination under this policy shall be made at the discretion of the SPC.
      - The method of cross-examination shall be at the discretion of the SPC and could include, for example, submission of questions in writing to be asked by the SPC Chair, the use of advisors to facilitate questioning, or other methods.

- The SPC discusses and within one business day votes on the decision. Decisions are made based on a simple majority vote, with the Chair voting only in the event of a tie.
  - The SPC's decision(s) are provided, in writing, to the student and the appropriate Senior Associate Dean, or their designee.
  - The decision(s) may consist of any of the following (the list is not intended to be comprehensive, progressive or a sequential timeline):
    - a written warning or letter of reprimand; attending training, educational program or seminar; voluntary counseling, mentorship or accountability meetings; community service; drug or alcohol testing or rehabilitation programs; exclusion from attending University events or extra- curricular activities; disciplinary probation; disciplinary suspension; dismissal from BUCOM.
  - The decision will be placed in the student record and may be considered for the issuance of official letters of recommendation (including MSPE, dean's letter, etc.)
- An appeal of any decision may be made within ten (10) business days after the receipt of the SPC decision. The appeal is made in writing to the COM Academic and Professionalism Appeals Committee, with specific details explained to the student in the decision letter.
  - Grounds for appeal are limited to:
    - Any new and compelling information that was not available to the SPC committee at the time of deliberation which would have impacted the outcome of the matter; or
    - A procedural error in the SPC committee process which would have impacted the outcome of the matter.
  - The student's written appeal must specifically state which grounds are applicable.
  - The COM Academic and Professionalism Appeals Committee reviews the information provided by the student and the SPC and renders a decision to the student within ten (10) business days.
  - A final appeal may be made to the Dean of the COM within ten (10) business days.
  - Grounds for appeal are limited to:
    - Any new and compelling information that was not available to the SPC committee at the time of deliberation which would have impacted the outcome of the matter; or
    - A procedural error in the SPC committee process which would have impacted the outcome of the matter.
  - The student's written appeal must specifically state which grounds are applicable.
  - The Dean shall make a final decision on the student's appeal as soon as

possible but in no event more than fifteen (15) business days from the date of the student's written appeal is received.

- The SPC is responsible for maintaining notes/minutes of student meetings and tracking the progress of all students once they are contacted by SPC.
- The SPC Chair and the SPC Recorder ensure the accuracy and documentation management of the notes/minutes and decisions from official meetings with students, which will be stored on the University's secure intranet site.
- The SPC Chair and/or committee designee will be responsible for tracking student progress as directed by the decision of the appropriate Senior Associate Dean or Dean. Follow-up meetings with the student will be determined by the student's progress and/or specific situation.

## Definitions

**Academic Warning:** the student has earned a grade of "NR" in a single course/clerkship exam and has been granted the opportunity to remediate the course/retake the exam.

**Academic Probation:** the student has earned a final grade of "F" in one or more courses/clerkships and/or violations of academic regulations (e.g. violation of the University Honor Code) and is required to repeat a semester or entire academic year.

**Academic Suspension:** the student has continued poor academic performance or violation of academic regulations (e.g. violation of the University Honor Code) and may be placed on a mandatory, temporary leave from the University which is determined by the recommendation of the SPC to the appropriate Senior Associate Dean, who makes the decision.

**Academic Dismissal:** the student has earned a grade of "F" in multiple courses/clerkships and/or violations of academic regulations or fails to meet the requirements of an academic suspension may be dismissed which is determined by the recommendation of the SPC to the appropriate Senior Associate Dean, who makes the decision.

**Disciplinary Probation:** the student may have restrictions on extracurricular activities, Residence Hall privileges, student leadership restrictions, and/or officer positions. A student may be placed on disciplinary probation for a designated period of time, determined by the nature of the infraction.

**Disciplinary Suspension:** the student is suspended from class/lab, clinical, and campus activities for a designated period of time, up to one (1) year. In addition, the student may not be allowed to be on campus property during this time.

**Disciplinary Dismissal:** the student is dismissed from BUCOM and BHSU and is ineligible for re-admission to BHSU/BUCOM.

## ACCREDITATION COMPLAINT POLICY AND PROCEDURE FOR COMMISSION OF OSTEOPATHIC COLLEGE ACCREDITATION (COCA)

The COCA is committed to ensuring that member institutions maintain appropriate grievance procedures and standards of procedural fairness and that these are applied appropriately and consistently. BUCOM has a published policy and procedure that addresses its confidential accreditation standard complaint resolution process. The policy includes how complaints can be filed, how complaints are investigated and resolved using a standardized adjudication process, how

retaliation is not tolerated, and how records are retained. The established accreditation standard complaint filing process includes a system for filing confidential complaints with the COCA and provides contact information. Complaints will be resolved through a fair adjudication process, will be treated confidentially, and without any retaliation to the complainant.

### **Procedure**

The procedures set forth below apply only to complaints directly involving BUCOM educational program(s) and non-compliance with relevant accreditation standards.

It neither address nor precludes complaints under other Baptist Health Sciences University policies or procedures (e.g., the Honor Code, the Code of Conduct, the Sexual Assault Policy, the Policy against Sexual Harassment and Discrimination, etc.). The Dean may consult with legal counsel as needed based on the nature of the complaint.

Complaints not directly implicating non-compliance with accreditation standard(s) or not governed by other policies listed above should be addressed to the Senior Associate Dean of Administration, Operations, and Services.

- Any individual who believes BUCOM is not in compliance with a COCA accreditation standard has the right to communicate that concern to the Assistant Dean of Accreditation and Assessment (or their designee) for consultation.
- If there continues to be the perception of non-compliance, a formal complaint can be filed with the Assistant Dean of Accreditation and Assessment (or their designee).
  - The complaint must be in writing, signed, and dated. Anonymous complaints will not be accepted.
  - The complaint must identify the COCA standard in question and provide an explanation detailing the perceived non-compliance.
  - The Assistant Dean of Accreditation and Assessment (or their designee) will submit the complaint to Dean's Council for review and determination of further investigation.
  - If the Dean's Council determines further investigation is required they will appoint a task force of at least three members to investigate the validity of the complaint.
  - The task force will have thirty (30) calendar days to complete their investigation and provide a written report with recommended action, if applicable, to the Dean's Council.
  - The Dean has ten (10) calendar days to choose to accept the report and recommendation or determine if additional investigation or further action is needed.
  - If additional investigation or action is required the Dean has ten (10) days to complete and make a final determination.
  - A final determination will be provided to the Dean's Council and the complainant, in writing, with details of the finding and corrective action, as applicable.

- BUCOM will protect the integrity and validity of the accreditation complaint review process by maintaining appropriate confidentiality and approaching the investigation from a context of impartial discovery.
- Individuals also have the option to file a complaint regarding a COCA accreditation standard directly to the COCA (See Section 4.1.5.5).
  - The written complaint should list the specific accreditation standard(s) which is in suspected non-compliance. It should describe in detail the circumstances of the matter and explain how BUCOM is not adhering to the accreditation standard(s).
  - The complainant must provide their name and official email address to allow further communication about the complaint. If the complaint is sent by registered U.S. mail, it must also include the student or employee's local mailing address.
  - All written complaints must be dated and signed. A complaint submitted by e-mail is deemed to be signed by the individual from whose e-mail account the complaint is submitted.
  - BUCOM will protect the integrity and validity of the accreditation complaint review process by maintaining appropriate confidentiality and approaching the investigation from a context of impartial discovery.
  - The linked form and contact information below should be used for all COCA complaints: [COCA-Complaint-Form.pdf \(osteopathic.org\)](#)

Commission on Osteopathic College Accreditation (COCA)  
 142 E. Ontario St. Chicago, IL 60611-2864  
 PH: 312-202-8124  
[predoc@osteopathic.org](mailto:predoc@osteopathic.org)

### **Retention of Records**

A record of each complaint and its resolution, including any decision on appeal, shall be retained by the office of the BHSU President for a period of seven years.

### **Non-Retaliation**

BHSU/BUCOM adheres to a non-retaliation policy that protects any individual making a complaint. BHSU/BUCOM will not permit any employee or student to retaliate in any manner. Any form of retaliation or retribution by a student or employee towards a complainant or other involved party is strictly prohibited.