

## FERRIS STATE UNIVERSITY SCHOOL of NURSING Policy on STUDENT CONDUCT

### Introduction

The School of Nursing (SON) at Ferris State University (FSU) upholds FSU's *Code of Student Community Standards – General University Conduct Policies* and endorses the *American Nurses Association Code of Ethics* (2015) as the Policy on Conduct for the SON. One of the values of the SON is *Ethical Community*, which states, "The School of Nursing is committed to the development of a professional nurse who will practice within the Nursing Code of Ethics and whose practice is guided by the values of altruism, autonomy, human dignity, integrity and social justice" (<https://www.ferris.edu/health-professions/Nursing/Mission-Vision-and-Philosophy.htm>). Our goal is to graduate students who will practice these inherent values, and to ensure the profession continues to be accountable to and trusted by the communities we serve. Therefore, FSU SON has developed and will uphold a Code of Conduct that serves as an addendum to the University's *Code of Student Community Standards*. It is important that students familiarize themselves with the University's *Code of Student Community Standards* and the *ANA Code of Ethics for Nurses* (2015) as mandates and expectations for ethical conduct.

### Ferris State University Student Conduct Policies

FSU's *Code of Student Community Conduct*, as published on the website by FSU Office of Student Conduct as of this policy update (Spring 2024) is upheld by FSU SON.

<https://www.ferris.edu/student-life/student-conduct/Student-Code.htm#Conduct-Policies>

The Student Community Conduct Policies include policies on:

- Academic Integrity Violations
  - Cheating/Copying/Unauthorized Collaboration
  - Fabrication
  - Facilitating Academic Dishonesty
  - Interference
  - Plagiarism
  - Violation of Course Rules
  - Violation of Professional Standards and Ethics
- Individual Misconduct on or off University Property
  - On-Campus Misconduct
  - Off-Campus Misconduct
  - Housing and Residential Life
  - Fire Safety and Security

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## Disciplinary Procedures

FSU procedures for imposing disciplinary sanctions are designed to provide students with the guarantees of due process and procedural fairness, to ensure equal protection for all students, and to provide for the imposition of similar sanctions for similar acts of misconduct. At the same time, the procedures reflect the need to be concerned about the individual student involved in a particular case. The procedures as stated by the Office of Student Conduct, Conduct Process Policies provide that the imposition of disciplinary sanctions must also be based upon a consideration of all the circumstances in a particular case, including a student's prior record of misconduct, if any. The disciplinary procedures may be found at:

<https://www.ferris.edu/student-life/student-conduct/Student-Code.htm#Disciplinary-Procedures>

## Sanctions

Representing FSU, the Director of Student Conduct or designee is authorized to impose single or a combination of sanctions for acts of misconduct. The University recognizes two kinds of sanctions: administrative (inactive) and educational, which are often combined in an effort to hold students accountable. The University also provides resources for Due Process and to aide in student success. Please access the web links provided to review potential sanctions and Due Process.

<https://www.ferris.edu/student-life/student-conduct/Student-Code.htm#Disciplinary-Procedures>

<https://www.ferris.edu/student-life/student-conduct/Student-Code.htm#Appendices>

## ANA CODE OF ETHICS

In addition to upholding FSU's *Code of Student Community Standards*, the SON endorses the *ANA Code of Ethics for Nurses (2015)* and recognizes that this document provides the standard of professional nurse behavior. Behavior that disregards the *ANA Code of Ethics for Nurses (2015)* negatively impacts FSU SON and the profession of nursing. Likewise, FSU's *Code of Student Community Standards* upholds professional standards and ethics as defined by the department. <https://www.ferris.edu/student-life/student-conduct/Student-Code.htm#Conduct-Policies> Therefore, students who violate the *Code of Student Community Standards – General University Conduct Policies* **or** the *ANA Code of Ethics for Nurses (2015)* may be subject to both university sanctions and SON's sanctions.

The *ANA Code of Ethics for Nurses (2015)* is a foundational document explicating essential values, obligations, and ideals of the nursing profession (p. vii). This document explains the ethical accountability and commitment of the nursing profession and each individual nurse to society. Social responsibility for ethical conduct of nurses derives from the social contract of mutuality and trust between the nursing profession and society.

*ANA Code of Ethics for Nurses (2015)* <https://ferris.libguides.com/msn/ana-scope>

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**Provisions of the *Code of Ethics for Nurses* include the following 9 provisions:**

Provision 1: The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.

Provision 2: The nurse's primary commitment is to the patient, whether an individual, family, group, community, or population.

Provision 3: The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.

Provision 4: The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.

Provision 5: The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

Provision 6: The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.

Provision 7: The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.

Provision 8: The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.

Provision 9: The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

For interpretations and descriptions of the above ethical provisions, see *ANA Code of Ethics for Nurses* (2015).

For purposes of this policy, special emphasis and interpretations are given to the following ANA statements.

***ANA Code of Ethics for Nurses* (2015):**

**ANA Statement: *Provision 1.5***

Relationships with colleagues and others: Respect for persons extends to all individuals with whom the nurse interacts. Nurses maintains professional, respectful, and caring relationships with colleagues and

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are commitment to the fair treatment, transparency, integrity-preserving compromise, and the best resolution of conflicts... The nurse creates an ethical environment and culture of civility and kindness, treating colleagues, coworkers, employee, students, and others with dignity and respect...Disregard for the effects of one's action on others, bullying, harassment, intimidation, manipulation, threats, or violence are always morally unacceptable behaviors. (p.4).

## **SON Interpretation:**

Overt or implied verbal or written threats stated to and/or about a peer, faculty, or staff member, would place a reasonable person in fear of harm. This includes with the use social media (i.e., Facebook or Instagram), email, text, zoom, or other written or face to face communication. Such threats and/or verbal or written abuse or bullying are in direct violation of the *ANA Code of Ethics for Nurses (2015)*. Such threats or abusive behavior will be evaluated by the SON faculty or staff, reported to the University Police and/or the University Office of Student Conduct. Sanctions will be conferred as deemed appropriate. It is the policy of FSU SON to confer sanctions up to and including **dismissal** from the nursing program for student violation(s) of the *ANA Code of Ethics for Nurses (2015)*.

Additionally, students may be in violation of the *ANA Code of Ethics for Nurses (2015)* Provision 1.5 with any misconduct noted in the *University Code of Student Community Standards*. These violations may result in **dismissal** from the nursing program.

## **ANA Statement: Provision 3.9**

Protection of the rights of privacy and confidentiality: The nurse has a duty to maintain confidentiality of all patient information, both personal and clinical in the work setting and off duty in all venues, including social media or any other means of communication. Because of rapidly evolving communication technology and the porous nature of social media, nurses must maintain vigilance regarding postings, images, recordings, or commentary that intentionally or unintentionally breaches their obligation to maintain and protect patients' rights to privacy and confidentiality (p.9)

“Patient rights are the primary factors in any decisions concerning personal information, whether from or about the patient. These rights of privacy and confidentiality pertain to all information in any manner that is communicated or transmitted.” (p.10)

## **SON Interpretation:**

Students (and faculty) may not take any patient records, notes, or any identifying data out of a clinical agency on paper or electronically. All paper with identifying patient data must be shredded at the faculty. For reporting or discussing a clinical situation (in person or in writing) with an instructor or with peers, all identifying information must be omitted. Students will conform to the guidelines of the Health Insurance Portability &

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Accountability Act (HIPAA). **Failure to comply with HIPAA guidelines may result in dismissal from the nursing program.**

It is the policy of the FSU SON, that students will not take any form of photograph or digital image in the clinical setting for any reason. Additionally, students are to refrain from discussing patient/client or clinical situations in public venues, including, for example, cafeterias, Facebook or Instagram, with email, text or facetime, on Zoom, or any online venues. This pertains to any patient/client related information, even if client/patient names are not used. FSU SON students will conduct themselves professionally. It is the policy of FSU SON that failure to abide by this policy may result in **dismissal** from the nursing program.

## **Due Process**

In all cases of violation of *ANA Code of Ethics for Nurses (2015)* and/or FSU's *Code of Student Community Standard*, the student will be afforded procedural due process. In all cases, the student will be provided the opportunity to offer their version of events to the SON Chair and/or faculty/staff involved with the situation. Once a decision is determined, the student has the option to appeal that decision to the Dean of the College of Health Professions. The decision of the Dean of the College of Health Professions will be based on the guidelines set forth in this policy and will be **final**.

Revised 2.2024

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