Policy Title: Professional Behavior

Policy

The following guidelines will apply to the educational preparation, experience, knowledge, and ability of the professional nursing student enrolled at The University of Texas Health Science Center at Houston, School of Nursing. Failure to adhere to this policy will result in counseling and may result in failure of the course and/or dismissal from the program.

A. Professional student nurses are expected to treat all persons with respect and to conduct themselves in a professional manner.

B. Standards of Student Nursing Practice: These standards for professional student nursing practice shall establish a minimum acceptable level of professional student nursing practice. The professional nursing student shall:

1. provide, without discrimination, nursing services regardless of the age, disability, economic status, gender, sexual orientation, national origin, race, religion, or health problem of the client served.

2. use a systematic approach to provide individualized, goal-directed nursing care by:
   a. performing nursing assessments regarding the health status of the client;
   b. making nursing diagnoses which serve as the basis for the strategy of care;
   c. developing a plan of care based on assessment and nursing diagnoses;
   d. implementing nursing care;
   e. evaluating the client’s responses to nursing intervention;
   f. revising plan of care based on evaluation.

3. institute the appropriate nursing intervention, which might be required to stabilize a client’s condition and/or prevent complications.

4. clarify any order or treatment regimen that the professional nursing student has reason to believe is inaccurate, non-efficacious or contraindicated by consulting with the appropriate licensed practitioner.
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5. know the rationale for the effects of medications and treatments and correctly administer the same.

6. accurately report and document the client’s symptoms, responses, and progress in a timely manner.

7. implement measures to promote a safe environment for clients and others.

8. implement measures to prevent exposure to infectious pathogens and communicable conditions.

9. respect the client’s right to privacy by protecting confidential information unless obligated or allowed by law to disclose the information.

10. promote and participate in client education and counseling based on health needs.

11. collaborate with the client, members of the health care team, and when appropriate, the client’s significant other(s) in the interest of the client’s health care.

12. consult with the appropriate licensed practitioner to make referrals to appropriate community agencies and health care resources to provide continuity of care.

13. accept only the nursing assignments that are commensurate with one’s own educational preparation, experience and knowledge and ability.

14. obtain instruction and supervision as necessary when implementing nursing procedures and practice.

15. be responsible for one’s own continuing competence in nursing practice and individual professional growth.

C. Professional Clinical Conduct: The professional conduct rules are intended to protect clients and the public from incompetent, unethical, or illegal conduct. The purpose of these rules is to identify unprofessional or dishonorable behaviors of the professional student nurse, which the faculty of the school believes are likely to deceive, defraud or injure clients.
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or the public. These behaviors include but are not limited to:

1. failing to assess and evaluate a client’s status or failing to institute nursing intervention which might be required to stabilize a client’s condition or prevent complications;

2. failing to administer medications or treatments or both in a responsible manner;

3. failing to accurately or completely report and/or document a client’s status including signs, symptoms, or responses and nursing care delivered;

4. failing to make entries, destroying entries, and/or making false entries in records pertaining to care of clients;

5. causing or permitting physical, emotional or verbal abuse or injury to the client or the public or failing to report the same to the appropriate licensed practitioner;

6. disclosing confidential information or knowledge concerning the client except where required or allowed by law;

7. accepting an assignment when one’s physical or emotional condition prevents the safe and effective delivery of care or accepting an assignment that does not take into consideration patient safety or for which one lacks the educational preparation, experience, knowledge or ability;

8. failing to obtain instruction or supervision when implementing nursing procedures or practices for which one lacks the educational preparation, ability, knowledge and/or experience;

9. leaving a nursing assignment without notifying one’s appropriate unit nursing supervisor [and faculty];

10. failing to follow the policy and procedure for the wastage of medication in the facility where the student is functioning at the time of the incident;

11. misappropriating medications, supplies, equipment, or personal items
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of the client, employer, or any other person or entity or failing to take precautions to prevent such misappropriation;

12. offering, giving, soliciting, or receiving or agreeing to receive, directly or indirectly, any fee or other consideration to or from a third party for the referral of a client in connection with the performance of professional student nursing duties;

13. providing information that was false, deceptive, or misleading in connection with one’s practice as a professional student nurse.

14. Social Media: Professional student nurses are expected to adhere to the Texas Board of Nursing Position Statement 15.29, Use of Social Media for Nursing (April, 2012). To ensure the mission to protect and promote the welfare of the people of Texas, the Texas Board of Nursing supports both the guidelines and principles of social media use by the National Council of State Boards of Nursing (NCSBN) and American Nurse Association (ANA). In keeping with the NCSBN guidelines, it is the Board’s position that:

- Nurses must recognize that they have an ethical & legal obligation to maintain patient privacy and confidentiality at all times.
- Nurses are strictly prohibited from transmitting by way of any electronic media any patient-related image. In addition, nurses are restricted from transmitting any information that may be reasonably anticipated to violate patient rights to confidentiality or privacy, or otherwise degrade or embarrass the patient.
- Nurses do not identify patients by name or post or publish information that may lead to the identification of a patient. Limiting access to postings through privacy settings is not sufficient to ensure privacy.
- Nurses do not refer to patients in a disparaging manner, even if the patient is not identified.
- Nurses do not take photos or videos of patients on personal devices, including cell phones. Follow employer policies for taking photographs or video of patients for treatment or other legitimate purpose using employer-provided devices.
- Nurses maintain professional boundaries in the use of electronic media. Like in-person relationships, the nurse has the obligation to establish, communicate and enforce professional boundaries with patients in the online environment. Use caution when having online social contact with patients or former patients. Online contact with patients or former patients blurs the distinction between a professional and personal relationship. The
fact that a patient may initiate contact with the nurse does not permit the nurse to engage in a personal relationship with the patient.

- Nurses consult employer policies or supervisor within the organization for guidance regarding work related postings.
- Nurses promptly report any identified breach of confidentiality or privacy.
- Nurses must be aware of and comply with employer policies regarding use of employer-owned computers, cameras and other electronic devices and use of personal devices in the work place.
- Nurses do not make disparaging remarks about employers or co-workers. Do not make threatening, harassing, profane, obscene, sexually explicit, racially derogatory, homophobic or other offensive comments.
- Nurses do not post content or otherwise speak on behalf of the employer unless authorized to do so and follow all applicable policies of the employer (NCSBN, 2012).

http://www.bon.texas.gov/practice/position.html

Adapted from The Statutes Regulating the Practice of Professional Nursing, Texas Board of Nursing (Rule 217.11. Standards of Professional Nursing Practice, Rule 217.12 Unprofessional Conduct).