

Bryant & Stratton College
Academic Program Disclosures
Published Winter 2019

Criminal Justice and Security Services, Diploma
Criminal Justice Studies, Associate Degree

The College makes no representations regarding whether a particular program will qualify a graduate for employment in any specific position, is necessary for attaining any such position, or whether potential employers may require additional training or education.* The College has not identified what the educational prerequisites are for any licensure or certification that may be required for your desired career path, nor has the College determined whether its programs satisfy any such prerequisites. Before enrolling in a program, potential students are encouraged to consult with any relevant agency with which the student may wish to seek employment for a complete list of position requirements and pre-requisites. All applicants to the Criminal Justice diploma or degree program should be aware that criminal justice employers may consider numerous factors when determining eligibility or suitability for employment including, but not limited to, criminal background screening, citizenship, state residency, physical and psychological health, age and military discharge information. A criminal conviction and/or record of certain other conduct may prevent or hinder a graduate's employment as a law enforcement officer or other positions in security, corrections and others depending upon the requirements in various jurisdictions. The enrolling applicant has been apprised of these matters and enrolls in this program with full understanding of the same.

*Virginia residents should be aware that neither program will provide the required training for entry level positions in law enforcement, corrections, armed security, certain unarmed security and other careers requiring certification, licensure, or registration with the Virginia Department of Criminal Justice Services (DCJS). Students who complete these programs in Virginia will be required to obtain certification through DCJS-approved training facilities to meet the minimum requirements for those positions.

Early Childhood Care and Development, Diploma
Early Childhood Education, Associate Degree

A career in the field of Early Childhood Education may involve meeting certain licensing, training and other requirements that can vary by vocation and state. The College has not identified what the educational prerequisites are for any licensure or certification that may be required for your desired career path, nor has the College determined whether its programs satisfy any such prerequisites. Bryant & Stratton College recommends all applicants check with the licensing agency in their state for specific requirements *. The Bryant & Stratton College Early Childhood diploma and degree programs involve an early childhood practice experience which may be completed within a live childcare environment. All applicants should be aware that employers may consider numerous factors when determining eligibility or suitability for employment including, but not limited to, criminal background screening, U.S. citizenship, state residency, physical and psychological health, age and military discharge information. A criminal conviction and/or record of certain other conduct may prevent or hinder a student's completion of their required practice experience or a graduate's employment in the Early Childhood field. The enrolling applicant has been apprised of these matters and enrolls in this program with full understanding of the same.

* Virginia residents should refer to licensure regulations for school personnel at the following government site: <https://law.lis.virginia.gov/admincode/title8/agency20/chapter22/>.

Teacher candidates will find additional information at the Virginia Department of Education at the following address:

Virginia Department of Education
James Monroe Building
101 N. 14th Street
Richmond, VA 23219
<http://www.doe.virginia.gov/>

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Health Services Assistant, Diploma
Health Services Administration, Associate Degree
Health Services Administration, Bachelor Degree
Medical Services Management, BBA Degree

A career in the field of Health Services Administration or Medical Services Management may involve meeting certain licensing, training and other requirements that can vary by vocation and state. The College makes no representations regarding whether a particular program will qualify a graduate for employment in any specific position, is necessary for attaining any such position, or whether potential employers may require additional training, certification or education. The College has not identified what the educational prerequisites are for any licensure or certification that may be required for your desired career path, nor has the College determined whether its programs satisfy any such prerequisites. Before enrolling in a program, applicants are encouraged to consult with any relevant agency or employer with which he/she may wish to see employment for a complete list of position requirements and pre-requisites.* All applicants to the Health Services diploma and degree programs and the Medical Services Management degree program should be aware that employers may consider numerous factors when determining eligibility or suitability for employment including, but not limited to: criminal background screening, U.S. citizenship, state residency, physical and psychological health, age and military discharge information. Similarly, employers in the healthcare industry may require drug screens as a condition to employment and/or continued employment. A criminal conviction and/or record of certain other conduct may prevent or hinder a graduate's employment in the field. The enrolling applicant has been apprised of these matters and enrolls in this program with full understanding of the same.

*Virginia residents should be aware that the Bachelor of Science in Health Services Administration program does not satisfy the education and training requirements for initial licensure as a Nursing Home Administrator or Assisted Living Facility Administrator in the State of Virginia.

Human & Social Services Assistant, Diploma
Human & Social Services, Associate Degree

A career in the field of Human & Social Services may involve meeting certain licensing, training and other requirements that can vary by vocation and state. The College makes no representations regarding whether a particular program will qualify a graduate for employment in any specific position, is necessary for attaining any such position, or whether potential employers may require additional training, certification or education. The College has not identified what the educational prerequisites are for any licensure or certification that may be required for your desired career path, nor has the College determined whether its programs satisfy any such prerequisites. Before enrolling in a program, applicants are encouraged to consult with any relevant agency or employer with which he/she may wish to see employment for a complete list of position requirements and pre-requisites. All applicants to the Human and Social Services diploma and degree programs should be aware that employers may consider numerous factors when determining eligibility or suitability for employment including, but not limited to: criminal background screening, U.S. citizenship, state residency, physical and psychological health, age and military discharge information. Similarly, employers in the industry may require drug screens as a condition to employment and/or continued employment. A criminal conviction and/or record of certain other conduct may prevent or hinder a graduate's employment in the field. The enrolling applicant has been apprised of these matters and enrolls in this program with full understanding of the same.

Medical Assisting, Associate Degree
Accreditation Information

The Medical Assisting programs offered at Albany, Amherst, Akron, Bayshore, Buffalo, Cleveland Downtown, Eastlake, Greece, Hampton, Henrietta, Milwaukee, Parma, Richmond, Southtowns, Syracuse, Syracuse North, Virginia Beach and Wauwatosa are accredited by the Commission on Accreditation of Allied Health Education Programs (www.caahep.org), on recommendation of the Medical Assisting Education Review Board (MAERB).

Commission on Accreditation of Allied Health Educational Programs
Contact Information
25400 U.S. Highway 19 North, Suite 158
Clearwater, FL 33763
(727) 210-2350
www.caahep.org

The certification/licensure rates of medical assisting graduates and Medical Assisting performance required by the MAERB is available at
<http://www.bryantstratton.edu/degrees/student-right-to-know>.

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Program Disclosure Information

The goal of the Medical Assisting Program is to prepare competent, entry-level medical assistants in cognitive, psychomotor and affective learning domains. Graduates of the Medical Assisting Program must be able to complete all cognitive objectives, psychomotor and affective competencies as set forth by the Medical Assisting Education Review Board (MAERB). To meet these objectives and competencies, entering students must be able to participate in classroom and laboratory activities, including keyboarding, tele-communications, taking vital signs, microscopy, vision testing and fulfill competency evaluations. Medical Assisting students must present to the College proof of their having completed and passed professional-level CPR sponsored by a recognized agency. Students need to be aware of the protected practice of the licensed professionals in New York. Infringement can result in a felony. The Medical Assisting Program places physical and emotional demands on students in the educational and workplace settings. Note that anyone convicted of a felony or who has pled no contest to a crime cannot sit for the Certified Medical Assistant examination according to the AAMA. In addition, the Joint Commission for Accreditation of Hospitals prevents felons from working within a hospital. The enrolling applicant has been apprised of these matters and enrolls in this program with full understanding of the same.

Occupational Therapy Assistant, Associate Degree

Approval Information

The Occupational Therapy Assistant, Associate Degree program (OTA) is approved in the states of New York (by the New York State Department of Education), Ohio (by the Ohio Board of Regents) and Wisconsin (by the Wisconsin Educational Approval Board).

Accreditation Information

The OTA programs at Wauwatosa, Greece, Eastlake, and Syracuse are accredited by the Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA), located at 4720 Montgomery Lane, Suite 200, Bethesda, MD 20814-3449. ACOTA can be contacted via phone at (301) 652-AOTA or via the web at www.acoteonline.org. Graduates of the Wauwatosa, Greece, Eastlake and Syracuse programs will be eligible to sit for the national certification examination for the occupational therapy assistant administered by the National Board for Certification in Occupational Therapy (NBCOT).

After successful completion of this exam, the individual will be a Certified Occupational Therapy Assistant (COTA). In addition, most states require licensure in order to practice; however, state licenses are usually based on the results of the NBCOT Certification Examination. Note that a felony conviction may affect a graduate's ability to sit for the NBCOT certification examination or attain state licensure.

Program Disclosure Information

Applicants should be aware that the last semester for OTA students requires full-time day fieldwork participation. Applicants to the Occupational Therapy Assistant (OTA) Program are informed that drug use or a record of certain conduct, criminal convictions, and illnesses can prevent the student from successfully completing the OTA program or being gainfully employed as an OTA. In order for a student to successfully complete the OTA program, he/she must participate in clinical program at outside clinical agencies at varied times to provide client care. These facilities have policies regarding which students may be accepted. For this reason, Bryant & Stratton College cannot warranty that a student with a criminal record or a record of certain actions, mental illness(es), physical illness(es), or chemical dependencies will be accepted by a clinical facility for placement. If the student is not accepted, the student will not be able to successfully complete the OTA program. Students are advised that individuals who have been convicted of serious crimes involving any of the following circumstances will be ineligible for initial certification by the National Board for Certification in Occupational Therapy (NCBOT) or subsequent suspension if a conviction occurs after certification:

- Murder (negligent homicide or manslaughter);
- Aggravated assault;
- Sexual crimes (e.g., rape, molestation, sexual assault);
- Abuse or neglect of children, the elderly, or individuals of diminished mental or physical capacity;
- Kidnapping, involuntary enslavement, human trafficking;
- Terroristic threats, hate crimes;
- Arson;
- Embezzlement;
- Forgery;
- Fraud;
- Bribery;
- Burglary or robbery involving a weapon;
- Extortion;
- Patient harm.

Requests by health care agencies or criminal background checks on OTA students are often required by the fieldwork sites. Thus, OTA students may be required by the fieldwork site to complete drug testing and a child-abuse background check and/or a state or federal background check before beginning OTA Level I and Level II fieldwork placements. Inability to obtain a

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satisfactory clearance can jeopardize a student's ability to successfully complete course requirements and attend clinical fieldwork experiences at specific agencies, as well as register for the certification exam. Occupational Therapy Assistant program graduate rates are available at <https://www.bryantstratton.edu/degrees/student-right-to-know>. The enrolling applicant has been apprised of these matters and enrolls in this program with full understanding of the same.

Legal Office Assistant, Diploma
Paralegal Studies, Associate Degree

A career in the legal field may involve meeting certain licensing, training and other requirements that can vary by vocation and state. The College makes no representations regarding whether a particular program will qualify a graduate for employment in any specific position, is necessary for attaining any such position, or whether potential employers may require additional training or education. The College has not identified what the educational prerequisites are for any licensure or certification that may be required for your desired career path, nor has the College determined whether its programs satisfy any such prerequisites. Before enrolling in a program, applicants are encouraged to consult with any relevant agency or employer with which he/she may wish to see employment for a complete list of position requirements and pre-requisites. All applicants to the Paralegal Studies degree and Legal Office Assistant diploma programs should be aware that employers may consider numerous factors when determining eligibility or suitability for employment including, but not limited to: criminal background screening, U.S. citizenship, state residency, physical and psychological health, age and military discharge information. A criminal conviction and/or record of certain other conduct may prevent or hinder a graduate's employment in the legal field. The enrolling applicant has been apprised of these matters and enrolls in this program with full understanding of the same.

Physical Therapist Assistant, Associate Degree
Approval Information

The Physical Therapist Assistant, Associate Degree program (PTA) is approved in the states of New York (by the New York State Department of Education), Ohio (by the Ohio Board of Regents) and Wisconsin (by the Wisconsin Educational Approval Board).

Accreditation Information

The Physical Therapist Assistant Program at Bryant & Stratton College-Parma Campus is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE), 111 North Fairfax Street, Alexandria, Virginia 22314; telephone: 703-706-3245; email: accreditation@apta.org; website: <http://www.capteonline.org>. If needing to contact the program/institution directly, please call 216-265-3151.

The Physical Therapist Assistant Program at Bryant & Stratton College-Southtowns Campus is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE), 111 North Fairfax Street, Alexandria, Virginia 22314; telephone: 703-706-3245; email: accreditation@apta.org; website: <http://www.capteonline.org>. If needing to contact the program/institution directly, please call 716-677-9500.

The Physical Therapist Assistant Program at Bryant & Stratton College-Syracuse Campus is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE), 111 North Fairfax Street, Alexandria, Virginia 22314; telephone: 703-706-3245; email: accreditation@apta.org; website: <http://www.capteonline.org>. If needing to contact the program/institution directly, please call 315-472-6603.

The Physical Therapist Assistant Program at Bryant & Stratton College-Wauwatosa Campus is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE), 111 North Fairfax Street, Alexandria, Virginia 22314; telephone: 703-706-3245; email: accreditation@apta.org; website: <http://www.capteonline.org>. If needing to contact the program/institution directly, please call 414-302-7000.

Graduation from a physical therapist assistant education program accredited by CAPTE is necessary for eligibility to sit for the PTA licensure examination which is required in all states. Graduates of Bryant & Stratton College's Physical Therapist Assistant program will be eligible to sit for National Physical Therapist Assistant Examination (NPTE-PTA) through the Federation of State Boards of Physical Therapy (FSBPT). State licenses/certifications are based largely on the results of the NPTE-PTA.

Applicants should be aware that the last semester for PTA students requires full-time day fieldwork participation. Applicants to the Physical Therapist Assistant (PTA) Program are informed that drug use or a record of certain conduct, criminal convictions, and illnesses can prevent the student from successfully completing the PTA program or being gainfully employed as a PTA. In order for a student to successfully complete the PTA program, he/she must participate in clinical internships at outside clinical agencies at varied times to provide client care. These facilities have policies regarding which students may be accepted. For this reason, Bryant & Stratton College cannot warranty that a student with a criminal record or a record of certain actions, mental illness(es), physical illness(es), or chemical dependencies will be accepted by a clinical facility for placement. If the student is not accepted, the student will not be able to successfully complete the PTA program.

In addition, if an applicant has a record of certain crimes or conduct, Bryant & Stratton College cannot warranty that the licensing entity will permit a student to sit for examination or to be licensed, certified, or registered or to

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be employed in the PTA field after a student graduates from its program. Requests by health care agencies for criminal background checks on PTA students are often required by the internship sites.

Thus, PTA students may be required by the internship site to complete drug testing and a child-abuse background check and/or a state or federal background check before beginning PTA Level I and Level II clinical internship placements. Inability to obtain a satisfactory clearance can jeopardize a student's ability to successfully complete course requirements and attend clinical internship experiences at specific agencies, as well as register for the licensure exam. The enrolling applicant has been apprised of these matters and enrolls in this program with full understanding of the same.

Nursing Program Disclosure (Wisconsin Residents)

**Licensed Practical Nurse, Diploma
Nursing, Associate Degree**

Nursing Generalist, Bachelor Degree

Accreditation information for this program is available at <http://www.bryantstratton.edu/degrees/accreditation>. Students who successfully complete the Practical Nurse program are awarded a diploma and will be eligible to apply to take the National Council Licensure Examination for Practical Nurses (NCLEX-PN). Students who successfully complete the Nursing program are awarded an Associate Degree and will be eligible to take the National Council Licensure Examination for Registered Nurses (RN-NCLEX). Students who successfully complete the Nursing Generalist, BSN program are awarded a Bachelor's Degree and will be eligible to take the National Council Licensure Examination for Registered Nurses (RN-NCLEX). Students who successfully complete the RN to BSN program will be awarded a Bachelor's Degree. Completion rates, licensure and graduate employment rates for the Nursing Program are available at https://www.bryantstratton.edu/pdf/AlliedHealth_2018.pdf.

I. Background Check Authorization

The Wisconsin Caregiver Law bars individuals with certain types of criminal convictions and other misconduct from working or training in facilities regulated by the Wisconsin Department of Health and Family Services. Nursing students fall into this category. See Wisconsin Caregiver Law, §48.685 and Wisconsin Statutes §50.065. In addition, healthcare facilities often have their own guidelines and restrictions that determine which nursing students they will allow to train at their sites. Bryant & Stratton College cannot guarantee clinical placement of any student with a criminal conviction on his or her background check.

Nursing clinical courses are mandatory and there is no substitution available to meet the clinical requirements. I understand that a background check is performed on all students selected for the Nursing program. My clinical

rotation as a nursing student is subject to approval by each clinical agency each semester.

I am fully aware that the clinical agencies may not accept me as a student nurse due to information on my background check. Without these clinical classes, it is not possible for me to obtain a degree in Nursing. I also understand that I am prohibited from contacting any facility directly in an attempt to obtain approval or to challenge any decision regarding my clinical placement. I authorize Bryant & Stratton College to conduct a background check and to release this information to the appropriate staff at the clinical sites affiliated with the Nursing program.

I also agree to obtain any additional documentation necessary to complete my background check as required by the clinical site or Bryant & Stratton College. If I decide to pursue a Nursing degree with a positive criminal or misconduct background, I understand that I may not be able to complete the Nursing program due to my inability to be placed clinically. I am aware that I am responsible for any and all costs incurred and that I will NOT be reimbursed for any course fees, tuition, books, supplies or any other expenses related to my previous or current coursework.

II. Disclosure for Admission Application

Applicants to the Nursing program are informed that drug use or a record of certain conduct, criminal convictions, and illnesses can prevent the student from successfully completing the Nursing program or being gainfully employed as a nurse.

In order to successfully complete the Nursing program, students must participate in clinical programs at outside clinical agencies at varied times to provide patient/client care. These facilities have policies regarding which students may be accepted. For this reason, Bryant & Stratton College cannot warranty that a student with a criminal record or a record of certain actions, mental illness, physical illness, or chemical dependencies will be accepted by a clinical facility for placement. If the student is not accepted, the student will not be able to successfully complete the Nursing program.

In addition, if an applicant has a record of certain crimes or conduct, as discussed below, Bryant & Stratton College cannot warranty that the Nursing Board will permit a student to sit for examination or to be licensed, certified, or registered or to be employed in the nursing field after a student graduates from its program.

I have been informed that the Licensed Practical Nurse Diploma program is a minimum of three (3) semesters in length. I have been informed that the Associate Degree Nursing Program is a minimum of five (5) semesters in length. I have been informed that the Bachelor's Degree Nursing Generalist Program is a minimum of eight (8) semesters in length.

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I am aware that every effort is made to offer both day and evening classes and clinicals, but that there is no guarantee that all classes and clinicals will be offered both day and evening every semester. I also am aware that the Nursing Program requires flexibility and that my personal and work circumstances must be flexible enough to permit me to maintain acceptable grades and meet all course requirements.

III. Drug Testing

Nursing students will be administered a urine drug screen prior to their clinical assignment. If a student tests negative, no further screens will be required unless the student manifests indications of impairment at the clinical agency. If such indications are present at the clinical agency, the student will be administered the urine drug screen again.

If the student tests positive in the drug screen, he/she will NOT be given a clinical assignment or if presently in a clinical assignment will be dismissed from such assignment and will fail his or her Nursing course, which could result in the student's release from the Nursing program or in the dismissal of the student from Bryant & Stratton College.

IV. Criminal Background Checks, Drug Use, and Other Conduct Impeding Licensure and Employment

Applicants are required to disclose any and all criminal convictions, certain offenses/past actions taken in other states or jurisdictions, any mental or physical illnesses or chemical dependencies, and if they served in the armed forces must disclose the circumstances for any discharge other than honorable. The State of Wisconsin requires a background check for all persons training or working at clinical facilities who are considered caregivers. A background check will be carried out before the first semester of the student's enrollment.

In addition to the initial background check, students may need to submit to additional background checks before each term in which they are enrolled in a course that has clinical hours. Also, during some clinical courses, checks requiring fingerprinting are required for admission to clinical facilities.

Applicants to the Nursing program are informed that ANY criminal arrest or conviction could bar them from sitting for the licensure examination (NCLEX) after graduation. Such arrests and convictions are subject to Wisconsin Board of Nursing review on a case-by-case basis and Bryant & Stratton College cannot warranty that the Board will permit them to sit for the examination.

Absolute Bars to Clinical Participation and Employment in the Nursing Field

Clinical participation is necessary for students to successfully complete the Nursing Program. Unless an applicant has been found to have been rehabilitated under procedures of the Wisconsin Department of Health Services or a designated tribal authority, a clinical site will refuse admission of an applicant and a provider will

refuse to employ as a caregiver an individual if that background check reveals that the individual has been convicted of a "serious crime" as defined in Wisconsin Statutes §50.065 or has been found to have carried out certain offenses including the abuse and neglect of a child or client.

Discretionary Bar to Clinical Participation, Employment in the Nursing Field, and Licensure

A clinical site *may* refuse admission of an applicant and a provider *may* refuse to employ an individual as a caregiver if the background check reveals a criminal conviction that is not a "serious crime" but is substantially related to the care of its clients.

Also, an applicant to either a clinical site or for employment will be required to submit additional information and may be refused admission by a clinical site or employment as a caregiver if he or she:

- Within the last 5 years was convicted of an offense listed in Wisconsin Statutes §50.065(2)(bb);
- Served in the armed forces and was discharged other than honorably.
- Any applicant with any sort of conviction or other record of an offense should review the following offenses to determine whether he or she may be barred from clinical participation or employment in the nursing field. See Wisconsin Statutes §50.065(2)(bb).
 - Battery;
 - Recklessly endangering safety;
 - Invasion of privacy;
 - Disorderly conduct;
 - Harassment;
 - Conviction of any felony, misdemeanor or other offense the circumstances of which substantially relate to the circumstances of the particular job or licensed activity.

Federal Law

Applicants should be aware that in addition to state law, federal law mandates criminal record checks with respect to work in certain facilities or settings that receive federal funding. For example, the 2010 Patient Protection and Affordable Care Act (42 U.S.C. §1320a-71) requires the Secretary of Health and Human Services to carry out a nationwide program for states to conduct national statewide criminal background checks for direct patient access employees of nursing facilities and other providers.

Informed Approach

In addition to the above, clinical facilities may have additional requirements which exceed state or federal law and could bar student participation at a clinical site. Because a criminal history can have different effects at the educational, licensure, and employment levels, any

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applicant with a criminal history is encouraged to contact healthcare facilities and inquire about hiring and clinical placement criteria with respect to criminal convictions.

V. Medical Condition and Facility Requirements

In order to participate in a clinical program at an outside clinical facility, students must meet the specific eligibility requirements of the facility including passing a medical examination acceptable to the facility prior to their participation in the clinical program at least once a year. All students regardless of state must show proof of vaccination or lab report of titer for Rubeola (measles), Rubella (German Measles), TDAP (tetanus, diphtheria, pertussis), Hepatitis B, Varicella, and influenza vaccine if required by clinical agency), and tested for Tuberculosis. Medical documentation is stored electronically via a third party. No medical documentation should be given to a Bryant & Stratton College employee or faxed to Bryant & Stratton College.

Applicants with questions about individual facility eligibility requirements and whether any health condition he or she may have would prevent clinical participation should seek additional information from the Nursing Program Director before enrolling at Bryant & Stratton College. If a student is not accepted to a facility because of a medical condition, the student will not be able to successfully complete the Nursing program because clinical participation is required to complete the program.

VI. Inaccurate Representations of Students

If an applicant inaccurately completes his or her disclosure form, Bryant & Stratton College will refuse admission of the applicant or dismiss an admitted student from its Nursing program regardless of the offense committed. Applicants are subject to sanctions if they knowingly give false information on or knowingly omit information from the background information disclosure form.

Applicants are also subject to sanctions if after submitting a background information disclosure form, subsequently fail to report:

- Any information about a conviction for a crime or other act or offense requested on the background information disclosure form;
- A substantiated finding of abuse or neglect of a client or of a misappropriation of a client's property; or,
- Carrying out other conduct that could result in the denial of the ability to sit for the licensure examination, or bar the applicant from being employed in certain settings as set forth, above.

VII. Warnings

Applicants who possess offenses which would bar participation at a clinical site may not be admitted

because participation in the clinical course is necessary for program completion.

Students who obtain an offense after admission which bars participation in the clinical site will be released from the Nursing program or dismissed from Bryant & Stratton College.

VIII. Nursing Waiver

I understand that I am enrolling in the Nursing Program without being officially accepted by the Nursing Committee. I am fully aware that if something negative appears on my background check, application, or drug screen, I will be removed from the program immediately and do not hold Bryant & Stratton College responsible. I agree to acceptance or denial of enrollment at the discretion of the Nursing Committee.

Nursing Program Disclosure (Virginia Residents)
Licensed Practical Nurse, Diploma
Nursing, Associate Degree
Nursing Generalist, Bachelor Degree

Accreditation information for this program is available at <http://www.bryantstratton.edu/degrees/accreditation>. Students who successfully complete the Practical Nurse program are awarded a diploma and will be eligible to apply to take the National Council Licensure Examination for Practical Nurses (NCLEX-PN). Students who successfully complete the Nursing program are awarded an Associate Degree and will be eligible to take the National Council Licensure Examination for Registered Nurses (RN-NCLEX). Students who successfully complete the Nursing Generalist, BSN program are awarded a Bachelor's Degree and will be eligible to take the National Council Licensure Examination for Registered Nurses (RN-NCLEX).

Students who successfully complete the RN to BSN program will be awarded a Bachelor's Degree. Completion rates, licensure and graduate employment rates for the Nursing Program are available at https://www.bryantstratton.edu/pdf/AlliedHealth_2018.pdf.

I. Background Check Authorization

In order to be prepared for a variety of local standards, Bryant & Stratton College opts to comply with one of the larger employers, HCA, for background checks. For HCA compliance, Bryant & Stratton College will perform a background check on each Nursing student that encompasses the following:

- Level I Background Check;
- Seven-year Criminal History;
- Nationwide Sexual Offender Search;
- Social Security Verification;
- Residence History;
- OIG List of Excluded Individuals/Entities;
- GSA List of Parties Excluded from Federal Programs;
- U.S. Treasury;

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- Office of Foreign Assets Control (OFAC);
- List of Specially Designated Nationals (SDN);
- Applicable State Exclusion;
- Seven-year Employment Verifications (for those aged 21 and over).

I understand that a background check is performed on all students selected for the Nursing program. My clinical rotation as a nursing student is subject to approval by each clinical agency each semester. I am fully aware that the clinical agencies may not accept me as a student nurse due to information on my background check. Without these clinical classes, it is not possible for me to obtain a degree in Nursing. I also understand that I am prohibited from contacting any facility directly in an attempt to obtain approval or to challenge any decision regarding my clinical placement.

I authorize Bryant & Stratton College to conduct a background check and to release this information to the appropriate staff at the clinical sites affiliated with the Nursing program. I also agree to obtain any additional documentation necessary to complete my background check as required by the clinical site or Bryant & Stratton College.

If I decide to pursue a Nursing degree with a positive criminal or misconduct background, I understand that I may not be able to complete the Nursing program due to my inability to be placed clinically. I am aware that I am responsible for any and all costs incurred and that I will NOT be reimbursed for any course fees, tuition, books, supplies or any other expenses related to my previous or current coursework.

II. Disclosure for Admission Application

Applicants to the Nursing program are informed that drug use or a record of certain conduct, criminal convictions, and illnesses can prevent the student from successfully completing the Nursing program or being gainfully employed as a nurse.

In order to successfully complete the Nursing program, students must participate in clinical programs at outside clinical agencies at varied times to provide patient/client care. These facilities have policies regarding which students may be accepted. For this reason, Bryant & Stratton College cannot warranty that a student with a criminal record or a record of certain actions, mental illness, physical illness, or chemical dependencies will be accepted by a clinical facility for placement. If the student is not accepted, the student will not be able to successfully complete the Nursing program.

In addition, if an applicant has a record of certain crimes or conduct, as discussed below, Bryant & Stratton College cannot warranty that the Nursing Board will permit a student to sit for examination or to be licensed, certified, or registered or to be employed in the nursing field after a student graduates from its program.

I have been informed that the Licensed Practical Nurse Diploma program is a minimum of three (3) semesters in length. I have been informed that the Associate Degree Nursing Program is a minimum of five (5) semesters in length. I have been informed that the Bachelor's Degree Nursing Generalist Program is a minimum of eight (8) semesters in length. I am aware that every effort is made to offer both day and evening classes and clinicals, but that there is no guarantee that all classes and clinicals will be offered both day and evening every semester. I also am aware that the Nursing Program requires flexibility and that my personal and work circumstances must be flexible enough to permit me to maintain acceptable grades and meet all course requirements.

III. Drug Testing

Nursing students will be administered a urine drug screen prior to their clinical assignment. If a student tests negative, no further screens will be required unless the student manifests indications of impairment at the clinical agency. If such indications are present at the clinical agency, the student will be administered the urine drug screen again. If the student tests positive in the drug screen, he/she will NOT be given a clinical assignment or if presently in a clinical assignment will be dismissed from such assignment and will fail his or her Nursing course, which could result in the student's release from the Nursing program or in the dismissal of the student from Bryant & Stratton College.

IV. Criminal Background Checks, Drug Use, and Other Conduct Impeding Licensure and Employment

Applicants are required to disclose any and all criminal convictions, certain offenses/past actions taken in other states or jurisdictions, any mental or physical illnesses or chemical dependencies, and if they served in the armed forces must disclose the circumstances for any discharge other than honorable. A background check will be carried out during the first semester of the student's enrollment. In addition to the background check before admission, students may be required to submit to additional background checks. Also, during some clinical courses, checks requiring fingerprints are required for admission to clinical facilities.

Applicants to the Nursing program are informed that ANY criminal arrest or conviction could bar them from sitting for the licensure examination (NCLEX) after graduation. Such arrests and convictions are subject to Virginia Board of Nursing review on a case-by-case basis and Bryant & Stratton College cannot warranty that the Board will permit them to sit for the examination.

Criminal Convictions

According to the Virginia Department of Health and the Virginia Department of Health Professions, each applicant is considered on an individual basis and there are no criminal convictions or impairments that are an absolute bar to nursing licensure or nurse aid certification. However, applicants to the Nursing Program are also

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informed that under Virginia law (VA Code Ann. 54.1-3007), certain conduct may bar an individual from sitting for the licensure examination (NCLEX) after graduation.

**Discretionary Bar to Licensure, Certification, and
Registration:
Crimes of Moral Turpitude and Crimes Which
Suggest Impairment**

“Conviction for any felony or for any misdemeanor involving moral turpitude may bar the ability to sit for examinations and may bar licensure, certification, or registration.” See VA Code Ann. 54.1-3007. Crimes involving moral turpitude include those involving lying, cheating, and stealing. Also, misdemeanor convictions which suggest a possible impairment issue, such as driving under the influence (DUI) and illegal drug possession, may be a basis for denial during the licensure or individual unsafe to practice, or any mental or physical illness rendering him unsafe to practice may be a basis for denial during the licensure or certification appeal process.

Bar to Employment in Certain Settings

Even if an individual with a conviction is able to become licensed or certified by the Board of Nursing, there are certain crimes which will disqualify him or her from working in certain settings. Individuals with a conviction for certain “barrier crimes” are prohibited from employment in nursing facilities, home care organizations, hospice programs, or assisted living facilities. A list of these barrier crimes is available upon request. Any applicant with any sort of conviction or other record of an offense should review this list to determine whether he or she may be barred from employment in these facilities.

Drug Use, Illnesses, and Other Conduct

Other conduct that could result in the denial of the ability to sit for licensure examination, or cause the denial of licensure, nurse aid certification, or registration includes:

1. Fraud and deceit in procuring or attempting to procure nursing license, certification, or registration;
2. Unprofessional conduct;
3. Willful or repeated violation of state law governing nursing licensure;
4. Use of alcohol or drugs to the extent that such use renders a person unsafe to practice;
5. Any mental or physical illness that renders a person unsafe to practice.

Federal Law

Applicants should be aware that in addition to state law, federal law mandates criminal record checks with respect to work in certain facilities or settings that receive federal funding. For example, the 2010 Patient Protection and Affordable Care Act (42 U.S.C. §1320a-7I) requires the Secretary of Health and Human Services to carry out a nationwide program for states to conduct national

statewide criminal background checks for direct patient access employees of nursing facilities and other providers.

Informed Approach

In addition to the above, clinical facilities may have additional requirements which exceed state or federal law and could bar student participation at a clinical site. Because a criminal history can have different effects at the educational, licensure, and employment levels, any applicant with a criminal history is encouraged to contact healthcare facilities and inquire about hiring and clinical placement criteria with respect to criminal convictions.

V. Medical Condition and Facility Requirements

In order to participate in a clinical program at an outside clinical facility, students must meet the specific eligibility requirements of the facility including passing a medical examination acceptable to the facility prior to their participation in the clinical program at least once a year. All students regardless of state must show proof of vaccination or lab report of titer for Rubeola (measles), Rubella (German Measles), TDAP (tetanus, diphtheria, pertussis), Hepatitis B, Varicella, and influenza vaccine if required by clinical agency), and tested for Tuberculosis. Medical documentation is stored electronically via a third party. No medical documentation should be given to a Bryant & Stratton College employee or faxed to Bryant & Stratton College. Applicants with questions about individual facility eligibility requirements and whether any health condition he or she may have would prevent clinical participation should seek additional information from the Nursing Program Director before enrolling at Bryant & Stratton College. If a student is not accepted to a facility because of a medical condition, the student will not be able to successfully complete the Nursing Program because clinical participation is required to complete the program.

VI. Inaccurate Representations of Students

If an applicant inaccurately completes his or her disclosure form, Bryant & Stratton College will refuse admission of the applicant or dismiss an admitted student from its Nursing program regardless of the offense committed. Applicants are subject to sanctions if they knowingly give false information on or knowingly omit information from the background information disclosure form. Applicants are also subject to sanctions if after submitting a background information disclosure form, subsequently fail to report:

- Any information about a conviction for a crime or other act or offense requested on the background information disclosure form;
- A substantiated finding of abuse or neglect of a client or of a misappropriation of a client's property; or
- Carrying out other conduct that could result in the denial of the ability to sit for the licensure

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examination, or bar the applicant from being employed in certain settings as set forth above.

VII. Warnings

Applicants who possess offenses which would bar participation at a clinical site may not be admitted because participation in the clinical course is necessary for program completion. Students who obtain an offense after admission which bars participation in the clinical site will be released from the Nursing program or dismissed from Bryant & Stratton College.

VIII. Nursing Waiver

I understand that I am enrolling in the Nursing Program without being officially accepted by the Nursing Committee. I am fully aware that if something negative appears on my background check, application, or drug screen, I will be removed from the program immediately and do not hold Bryant & Stratton College responsible. I agree to acceptance or denial of enrollment at the discretion of the Nursing Committee.

Nursing Program Disclosure (Ohio Residents)
Licensed Practical Nurse, Diploma
Licensed Nursing, Associate Degree
Nursing Generalist, Bachelor Degree

Accreditation information for this program is available at <http://www.bryantstratton.edu/degrees/accreditation>.

Students who successfully complete the Practical Nurse program are awarded a diploma and will be eligible to apply to take the National Council Licensure Examination for Practical Nurses (NCLEX-PN). Students who successfully complete the Nursing program are awarded an Associate Degree and will be eligible to take the National Council Licensure Examination for Registered Nurses (RN-NCLEX). Students who successfully complete the Nursing Generalist, BSN program are awarded a Bachelor's Degree and will be eligible to take the National Council Licensure Examination for Registered Nurses (RN-NCLEX). Students who successfully complete the RN to BSN program will be awarded a Bachelor's Degree. Completion rates, licensure and graduate employment rates for the Nursing Program are available at https://www.bryantstratton.edu/pdf/AlliedHealth_2018.pdf.

I. Background Check Authorization

Ohio state law bars individuals with certain types of criminal convictions and other misconduct from working in healthcare facilities and/or sitting for the licensure examination after graduation. Nursing students fall into this category. In addition, healthcare facilities often have their own guidelines and restrictions that determine which nursing students they will allow to train at their sites. Bryant & Stratton College cannot guarantee clinical placement of any student with a criminal conviction on his or her background check. Nursing clinical courses are mandatory and there is no substitution available to meet the clinical requirements.

I understand that a background check is performed on all students selected for the Nursing Program. My clinical rotation as a nursing student is subject to approval by each clinical agency each semester. I am fully aware that the clinical agencies may not accept me as a student nurse due to information on my background check. Without these clinical classes, it is not possible for me to obtain a degree in Nursing.

I also understand that I am prohibited from contacting any facility directly in an attempt to obtain approval or to challenge any decision regarding my clinical placement. I authorize Bryant & Stratton College to conduct a background check and to release this information to the appropriate staff at the clinical sites affiliated with the Nursing Program. I also agree to obtain any additional documentation necessary to complete my background check as required by the clinical site or Bryant & Stratton College.

If I decide to pursue a Nursing degree with a positive criminal or misconduct background, I understand that I may not be able to complete the Nursing Program due to my inability to be placed clinically. I am aware that I am responsible for any and all costs incurred and that I will NOT be reimbursed for any course fees, tuition, books, supplies or any other expenses related to my previous or current coursework.

II. Disclosure for Admission Application

Applicants to the Nursing program are informed that drug use or a record of certain conduct, criminal convictions, and illnesses can prevent the student from successfully completing the Nursing Program or being gainfully employed as a nurse.

In order to successfully complete the Nursing Program, students must participate in clinical programs at outside clinical agencies at varied times to provide patient/client care. These facilities have policies regarding which students may be accepted. For this reason, Bryant & Stratton College cannot warranty that a student with a criminal record or a record of certain actions, mental illness, physical illness, or chemical dependencies will be accepted by a clinical facility for placement. If the student is not accepted, the student will not be able to successfully complete the Nursing Program.

In addition, if an applicant has a record of certain crimes or conduct, as discussed below, Bryant & Stratton College cannot warranty that the Nursing Board will permit a student to sit for examination or to be licensed, certified, or registered or to be employed in the nursing field after a student graduates from its program.

I have been informed that the Licensed Practical Nurse Diploma program is a minimum of three (3) semesters in length. I have been informed that the Associate Degree Nursing Program is a minimum of five (5) semesters in length. I have been informed that the Bachelor's Degree Nursing Generalist Program is a minimum of eight (8)

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semesters in length. I am aware that every effort is made to offer both day and evening classes and clinicals, but that there is no guarantee that all classes and clinicals will be offered both day and evening every semester.

I also am aware that the Nursing Program requires flexibility and that my personal and work circumstances must be flexible enough to permit me to maintain acceptable grades and meet all course requirements.

III. Drug Testing

Nursing students will be administered a mouth swab drug screen during orientation. If the results of the mouth swab come back inconclusive, students are sent for a urine drug screen that must be completed within 24 hours. If a student tests negative, no further screens will be required unless the student manifests indications of impairment at the clinical agency. If such indications are present at the clinical agency, the student will be administered the urine drug screen again.

If the student tests positive in the mouth swab drug screen, he or she is randomly tested throughout the remainder of his or her education. If the student tests positive in the urine drug screen, he/she will NOT be given a clinical assignment or if presently in a clinical assignment will be dismissed from such assignment and will fail his or her Nursing course, which could result in the student's release from the Nursing Program or in the dismissal of the student from Bryant & Stratton College.

IV. Criminal Background Checks, Drug Use, and Other Conduct Impeding Licensure and Employment

Applicants are required to disclose any and all criminal convictions, certain offenses/past actions taken in other states or jurisdictions, any mental or physical illnesses or chemical dependencies, and if they served in the armed forces must disclose the circumstances for any discharge other than honorable. A background check will be carried out before the first semester of the student's enrollment.

In addition to the initial background check, students may need to submit to additional background checks as they expire. Also, during some clinical courses, checks requiring fingerprinting are required for admission to clinical facilities.

Applicants to the Nursing Program are also informed that under Ohio law (ORC Ann. §4723.09), certain convictions, pleas, or judicial findings of guilt for certain crimes may bar an individual from sitting for the licensure examination after graduation.

Absolute Bars to Licensure

Any applicant who has been convicted of, pleaded guilty to, or had a judicial finding of guilt for any of the felonies listed below cannot be licensed as a nurse in the State of Ohio. See ORC Ann. §4723.09.

- Aggravated Murder (ORC Ann. §2903.01).
- Murder (ORC Ann. §2903.02).

- Voluntary Manslaughter (ORC Ann. §2903.03).
- Felonious Assault (ORC Ann. §2903.11).
- Kidnapping (ORC Ann. §2905.01).
- Rape (ORC Ann. §2907.02).
- Sexual Battery (ORC Ann. §2907.03).
- Gross Sexual Imposition (ORC Ann. §2907.05).
- Aggravated Robbery (ORC Ann. §2911.01).
- Aggravated Burglary (ORC Ann. §2911.11).
- Aggravated Arson (ORC Ann. §2909.02).
- A substantially similar crime in any other state.

Discretionary Bars to Licensure

Aside from the above-listed absolute bars to licensure, the Ohio Board of Nursing *may* revoke a license or refuse to grant a license for any felony, any drug-related misdemeanor, any misdemeanor involving gross immorality or moral turpitude, or any misdemeanor occurring in the course of practice. Applicants should refer to ORC Ann. §4723.28 for a complete list of all the crimes and conduct which may bar licensure.

Regarding whether crimes involve gross immorality or moral turpitude, there is no statute or rule describing which crimes meet this legal description. Rather, the Board reviews each case individually based on the underlying acts and circumstances involved, as well as by referring to existing case law. The Board will not issue a decision (or provide a written or verbal opinion) regarding the effect of a person's criminal history on his or her licensure application before the Board receives an application and all relevant information is reviewed. This means that the Board cannot inform an applicant to Bryant & Stratton College or an enrolled nursing student as to whether he or she will receive a nursing license or have discipline imposed on a license granted to him or her because of the student's criminal history. Before making a determination on a licensing application, the Board reviews information including but not limited to court records, police reports, witness statements and any written explanation provided by the applicant.

Bar to Employment in Certain Settings

Even if an individual with a conviction is able to become licensed by the Board of Nursing, there are certain offenses which will disqualify him or her from working in certain settings, such as elder or pediatric care.

Ohio law bars individuals with these "disqualifying offenses" from working in a home health agency providing direct care to an older adult or serving in a position that involves the care, custody, or control of a child. These offenses include those listed above, which are absolute bars to licensure and several more including numerous other crimes, debarment or suspension from federal contracts, being included in the Ohio Department of Developmental Disabilities' Registry of employees guilty of abuse, neglect or misappropriation and inclusion in Laura's Law inmate database.

These offenses are listed in ORC Ann. §3701.881 and OAC Ann. §3701-60-06. Any applicant with any sort of

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conviction or other record of an offense should review these provisions to determine whether he or she may be barred from employment in facilities or with employers that serve older adults or children.

Federal Law

Applicants should be aware that in addition to state law, federal law mandates criminal record checks with respect to work in certain facilities or settings that receive federal funding. For example, the 2010 Patient Protection and Affordable Care Act (42 U.S.C. §1320a-7I) requires the Secretary of Health and Human Services to carry out a nationwide program for states to conduct national statewide criminal background checks for direct patient access employees of nursing facilities and other providers.

Informed Approach

In addition to the above, clinical facilities may have additional requirements which exceed state or federal law and could bar student participation at a clinical site. Because a criminal history can have different effects at the educational, licensure, and employment levels, any applicant with a criminal history is encouraged to review the criminal history information available on the Board of Nursing's website (www.nursing.ohio.gov) and to contact healthcare facilities and inquire about hiring criteria with respect to criminal convictions.

V. Medical Condition and Facility Requirements

In order to participate in a clinical program at an outside clinical facility, students must meet the specific eligibility requirements of the facility including passing a medical examination acceptable to the facility prior to their participation in the clinical program at least once a year. All students regardless of state must show proof of vaccination or lab report of titer for Rubeola (measles), Rubella (German Measles), TDAP (tetanus, diphtheria, pertussis), Hepatitis B, Varicella, and influenza vaccine if required by clinical agency), and tested for Tuberculosis.

Applicants with questions about individual facility eligibility requirements and whether any health condition he or she may have would prevent clinical participation should seek additional information from the Nursing Program Director before enrolling at Bryant & Stratton College. If a student is not accepted to a facility because of a medical condition, the student will not be able to successfully complete the Nursing program because clinical participation is required to complete the program.

VI. Inaccurate Representations of Students

If an applicant inaccurately completes his or her disclosure form, Bryant & Stratton College will refuse admission of the applicant or dismiss an admitted student from its Nursing program regardless of the offense committed.

Applicants are subject to sanctions if they knowingly give false information on or knowingly omit information from the background information disclosure form.

Applicants are also subject to sanctions if after submitting a background information disclosure form, subsequently fail to report:

- Any information about a conviction for a crime or other act or offense requested on the background information disclosure form;
- A substantiated finding of abuse or neglect of a client or of a misappropriation of a client's property; or
- Carrying out other conduct that could result in the denial of the ability to sit for the licensure examination, or bar the applicant from being employed in certain settings as set forth above.

VII. Warnings

Students who obtain an offense after admission which bars participation in the clinical site will be released from the Nursing program or dismissed from Bryant & Stratton College.

VIII. Nursing Waiver

I understand that I am enrolling in the Nursing Program without being officially accepted by the Nursing Committee. I am fully aware that if something negative appears on my background check, application, or drug screen, I will be removed from the program immediately and do not hold Bryant & Stratton College responsible. I agree to acceptance or denial of enrollment at the discretion of the Nursing Committee.

Nursing, RN-to-BSN

The RN-BSN Program is designed for RN graduates who have passed the RN-N.C.L.E.X. and earned licensure. Admission requirements for the RN-BSN program are provided in the Official Catalog. Applicants must provide proof of an unencumbered and active RN license in the state in which they practice during the application process, and any time renewal of such license is obtained during their enrollment in the program. Applicants are advised that this program includes a practice experience component that may be completed in a live healthcare environment. Compliance with the requirements of any agencies/healthcare facilities utilized for completion of this component will be necessary and such compliance may include, but not be limited to, health history and examination by a physician with proof of vaccinations and Tuberculin skin tests, valid CPR certification, proof of current health care insurance coverage, background checks, fingerprint screening(s) and/or drug testing.