



# Nurse Aide Dismissal Policy

## STUDENTS WILL BE DISMISSED FOR THE FOLLOWING REASONS:

- Missing more than one class day or combined total of 8 hours.
- Failure to maintain a 75% or greater in assignments, quizzes and online discussions.
- Failure to pass exams with a 75% cumulative or greater.
- Failure to complete 24 hours of Clinical + 4 hours Facility Orientation.
- Failure to follow Students the Substance Abuse Policy will result in immediate termination.
- Drug Screens may be performed at any time with or without cause. The school district assumes no financial responsibility for the expense of drug or alcohol assessment or treatment provided by other agencies or groups unless otherwise required.
- Testing positive for marijuana with or without a prescription is not acceptable. Although possession and use of marijuana for certain medical conditions consistent with the requirement of the Colorado Constitution is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug-Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on campus.
- Violation of patient rights or any abusive behavior as deemed by the clinical instructor or facility staff. Failure to use proper Nurse Aide Procedure in clinical or lab (per instructor's discretion). Failure to follow Behavioral Standards Policy and Academic Dishonesty Policy – including, but not limited to cheating, stealing, abuse of a classmate, client or instructor.
- Performing a skill or task for which the student has not been trained and found proficient by the instructor. Inability to maintain Essential Functions.
- Failure to demonstrate the Lab Skills Critical Criteria will not be allowed to participate in Clinical. Students may be dismissed without refund after first warning.