



**NOORDA COLLEGE**  
of OSTEOPATHIC MEDICINE

|                        |  |
|------------------------|--|
| Policy Name:           | Health, Wellness and Fatigue Mitigation Policy |
| Approval Authority:    | Dean's Council                                 |
| Responsible Executive: | Dean   |
| Responsible Office(s): | Dean's Office                                  |
| Effective:             | January 2021                                   |
| Expires:               | October 2024                                   |
| Last Revised:          | September 2021                                 |
| Next Review Date:      | N/A  |

## Health, Wellness and Fatigue Mitigation Policy

### Policy Statement

Noorda-COM is committed to fostering a community where wellness and emotional, mental and physical health are cultivated through the physical and cultural environment.

Resources and activities related to student, faculty, and staff mental health and wellness and fatigue mitigation are provided in order to promote health and wellbeing.

These programs are intended to foster an organizational environment in which students, faculty, and staff feel empowered to take ownership of their own wellness, and to easily and openly access assistance when necessary.

This process will help improve the skills of the faculty with a focus on student learners to fulfill the Noorda-COM mission. Faculty development will maximize each student's potential to provide outstanding and compassionate patient care and to achieve excellence within the healthcare field.

### Entities Affected by the Policy

Students  
Faculty  
Staff

### Policy Procedures

#### **Wellness Curriculum**

As a component of the longitudinal Core Entrustable Professional Activities (CEPA) course, students must document at least one hour of mental or physical wellness activity each week. Any activity related to mental, emotional, or physical wellness will be accepted as completion of this requirement. Some examples of these activities may include: golf, biking, yoga, retail therapy, ice skating, walking, skiing, etc.

#### **Unstructured Time**

Unstructured time is inherently built into the curricular model through helping to maximize wellness opportunities and minimize fatigue. Didactic content is available asynchronously allowing students the ability to define their own schedule. Structured activities are spread across the period for each course providing students with a variety of times to demonstrate proficiency in clinically related skills. Elective content allows students to pursue personal interests that will augment their educational experience and grow in their desired clinical specialty acumen. This model also provides faculty and staff the opportunity to create a schedule providing them with periods of unstructured time to pursue wellness and contribute to fatigue mitigation.

### **Wellness Committee**

A wellness committee that includes students, faculty, and staff is charged with assuring regular upkeep of wellness plans and programs, conducting wellness assessments of the college facilities, executing student, faculty, and staff wellness surveys, and upholding a community environment that supports wellness.

### **Student Health**

On-campus care is provided on a walk-in basis, and all services, except certain immunizations, are provided free of charge. Our services include the following:

- Care for acute illnesses and injuries
- Preventive health services, including immunizations
- Allergy shots
- Sexual health evaluation, treatment, counseling
- Coordination of outside care and referrals

Students who seek care with us can rest assured that they are in a safe environment. Noorda-COM recommends the use of the Intermountain Connect Care service for non-urgent and minor health issues. For urgent healthcare needs that cannot wait for regular clinic hours, it is recommended to present to one of Intermountain's 31 Instacare locations. Our staff clinicians and Intermountain providers involved in Connect Care and Instacare are not involved in teaching or in evaluating a student's academic or clinical performance. Read our full policy on the provision of confidential care.

**If you are experiencing a life-threatening emergency outside of our clinic hours, call emergency services (911) or go to the nearest hospital emergency room, and notify us of your treatment as soon as possible.**

### **Student Behavioral Health**

At Noorda-COM, we understand that the academically rigorous environment of medical school may cause unfamiliar stress. To help deal with that stress, we provide students free, confidential mental health services, by appointment, through the Department of Student Affairs. Students may self-refer or may be identified by and referred to counseling support services by others, all in a confidential manner.

Our Student Health Service provides short-term counseling. Issues we may be able to help with include the following:

- Depression
- Stress
- Anxiety disorders

- Alcohol or drug use
- Eating disorders
- Concerns about academic performance
- Relationship problems
- Family problems
- Sexual concerns
- Identity concerns

If we recommend long-term treatment beyond the initial counseling sessions, our psychologist may refer you to a mental health specialist who can provide care tailored to your needs.

**Wasatch Mental Health** Provide quality mental health care for all individuals within Utah County. Wasatch Mental Health is a comprehensive community mental health center offering an array of programs and services in both Utah and Wasatch Counties. The following services are provided: inpatient, residential, day treatment, case management, outpatient, 24-hour crisis line, outreach, follow-up, referral screening, consultation, education and prevention.

**UTAH STATE CRISISLINE (800) 273-TALK (8255) 24 hours a day / 7 days a week**  
Additional Resources are available off site through StudentLinc. Access to and education on utilization of these apps are to be preloaded to tablets issued to the students during orientation.

**StudentLinc** Noorda-COM will provide access to StudentLinc, a Student Assistance Program available 24/7 to provide confidential and professional guidance for personal or school concerns. This service is available by phone, through a student portal, and through an app.

### **Fitness and Recreation Programs**

In collaboration with the City of Provo, Noorda-COM provides membership to Provo Triple Play access to faculty, staff and students. This provides access to all fitness classes at Provo Recreation Center as well as the Peaks Ice Arena and East Bay Golf Course. Engagement with these opportunities is an acceptable component of the CEPA course's wellness curriculum. Community fitness center discounts are also available, including through all [VASA Fitness](#) locations.

### **Fatigue Mitigation Training**

Noorda-COM recognizes that the rigors of a medical education may introduce fatigue in a variety of new ways, and that fatigue mitigation is a critical issue in healthcare. As a component of the longitudinal CEPA course, students will be instructed in fatigue mitigation management as appropriate in each year of the curriculum.

Students on clinical rotations will have additional wellness and fatigue mitigation training as a component of the each on-campus, core clinical rotation content. Students experiencing fatigue issue while on clinical services are instructed to contact their Docent, Regional Assistant Dean, or the Assistant or Associate Dean for Clinical Affairs who will serve as an intermediary to assist in resolving fatigue issues.

### **Employee Wellness**

Noorda-COM encourages employees to be proactive about their health and wellness needs. In order to assist employees with these needs, all employees will be given 30 minutes 3 times a week to address one of the eight Dimensions of Wellness. These dimensions are:

- Emotional
- Environmental
- Financial
- Intellectual
- Occupational
- Physical
- Social
- Spiritual

The manner in which each employee spends their time is up to them, but it must address one of these Dimensions of Wellness. Supervisors must approve when the time is taken, but do not need to approve the way the time is spent. Wellness time can NOT be used to come to work late, increase lunch time break, or to leave work early, but can be used in conjunction with a lunch time break.

Additionally, every employee will be given Self-Care and Wellness training during the first 90 days of employment and subsequently as needed. Certificates of participation will be presented to employees upon successful completion of training.

### **Employee Assistance Program**

Intermountain Employee Assistance Program (EAP) offers professional counseling services to all Intermountain employees and their immediate family members. EAP staffed by licensed healthcare professionals who offer confidential counseling, elder care services, crisis intervention, and training and education to address a variety of issues at no cost to employees.

## Definitions

## Responsibilities

Dean  
Associate Dean for Student Affairs  
Associate Dean for Academic Affairs  
Associate Dean for Clinical Affairs  
Student Health Center Provider  
Human Resources

## Policy Violations

## Interpreting Authority

Dean's Council

## Statutory or Regulatory References

N/A

Relevant Links

Policy Adoption Review and Approval



**NOORDA COLLEGE**  
of OSTEOPATHIC MEDICINE

|                        |  |
|------------------------|--|
| Policy Name:           | Infectious and Environmental Hazards Exposure Policy |
| Approval Authority:    | Dean's Council                                       |
| Responsible Executive: | Associate Dean for Clinical Affairs                  |
| Responsible Office(s): | Dean's Office  |
| Effective:             | November 2019  |
| Expires:               | January 2024   |
| Last Revised:          | September 2021                                       |
| Next Review Date:      | N/A  |

## Infectious and Environmental Hazards Exposure Policy

### Policy Statement

At Noorda College of Osteopathic Medicine (Noorda-COM) we understand that your wellbeing is an essential part of your educational success. Noorda-COM's curriculum includes a required wellness component that is a vital part of the student's educational progress. The wellness curriculum is designed with strategies and evaluative mechanisms lead by the Wellness Committee to assure regular upkeep of wellness plans and programs, conduct wellness assessment of the college facilities, execute student health assessments, and set up an environment that supports student wellness. Noorda-COM's Student Health services are committed to promoting your health and wellness so that you can better achieve your educational and personal goals.

### Entities Affected by the Policy

Associate Dean for Clinical Affairs  
Assistant Dean for Clinical Affairs  
Chair of Biomedical Sciences  
Anatomy Department  
Clinical Preceptors  
Students

### Policy Procedures

Noorda-COM provides diagnostic, preventive and therapeutic health and behavioral services through on-campus facilities in compliance with all HIPAA regulations during the academic week. We provide from all training locations, 24/ 7/ 365 access to urgent care needs through Intermountain Connect Care and behavioral health services through our relationships with Wasatch Mental Health and StudentLinc.

#### **Immunizations**

Important Notes Regarding Vaccination Requirements: Clinical experiences are part of the basic curriculum to obtain a degree of Osteopathic Medicine and therefore Noorda-COM does not waive

immunization or student health requirements for religious or personal preferences. Students will not be allowed to participate in any patient care activities until all immunization requirements have been met, including but not limited to:

- Clinical Experiences
- Health Outreach Events
- International Mission Trips
- Clinical Rotations Inability to participate in clinical experiences due to noncompliance with Noorda-COM immunization polices may result in unexcused absences leading to failure of a course, academic probation, failure to progress, delay in graduation or even dismissal from the College.

All current students must log all immunization requirements on the standard AAMC immunization form.

After documenting the required immunizations for matriculation, the following are required of current students each year:

- Tuberculosis Testing
- Influenza immunization

We strongly recommend that all medical students receive a meningococcal conjugate vaccine (at least one dose of Menveo® or Menactra® after the age of 16 and within the previous 5 years); however, students can submit a meningococcal vaccine refusal form to waive this requirement.

Students are required to keep all immunizations current during their time at Noorda-COM.

### **How to Submit Required Health Information**

Submit all required health documents to the following email address: Noorda-COM Student Health Service – [studenthealth@noordacom.org](mailto:studenthealth@noordacom.org)

If you have questions about health entrance requirements, contact the Student Health Service at [studenthealth@noordacom.org](mailto:studenthealth@noordacom.org)

### **Health Insurance Information**

All Noorda-COM students are required to maintain personal health insurance and current, updated immunizations. Students must submit proof of personal health insurance and immunizations to the Admissions Office before matriculating and to the Department of Clinical Education before beginning first-year early clinical experiences and again before beginning clinical clerkships. All students must report any break in coverage or change in health insurance to the Associate Dean for Student Affairs during their first two (2) years.

COM students must report any break in coverage or change in health insurance to the Department of Clinical Education during the third and fourth years. Students may have insurance through a variety of options including insurance through parents, spouses, or health exchanges. To ensure students have access to a comprehensive plan, Noorda-COM is making available a student health insurance plan for the 2021-2022 school year through HSA Consulting. All students must enroll in the Noorda-COM sponsored health plan or provide proof of other acceptable health coverage. Noorda-COM requires all students to have health insurance and does not waive immunization or student health requirements for religious or personal preferences. Noncompliance with Noorda-COM health and immunization polices may result in unexcused absences leading to failure of a

course, academic probation, failure to progress, delay in graduation or even dismissal from the College.

The purpose of an infection prevention and control program is to prevent the transmission of infections within a healthcare facility. Students can protect themselves and patients by adhering to basic infection prevention and control principles. Standard precaution procedures should be used routinely when caring for patients, regardless of their diagnosis.

### **Standard Precautions**

Standard Precautions is the name of the isolation system used within Hospital, and is used for every patient, regardless of diagnosis. The aim is to minimize risk of exposure to blood or body fluids. To accomplish this, personal protective equipment (PPE) (i.e., gloves, gowns, masks, and goggles) is used for potential contact with body fluids from any patient.

Standard Precautions include these principles:

- Hand Hygiene: Wash hands with soap and water or sanitize with an alcohol-based hand rub before and after each patient contact, and after removing gloves. See Hand Hygiene Policy.
- Gloves: Use when touching any body fluids or non-intact skin.
- Gowns: Wear if splashing or splattering of clothing is likely.
- Masks and goggles: Wear if aerosolization or splattering is likely.
- Needles: Activate sharps safety devices if applicable, then discard uncapped needle/syringe and other sharps in containers provided for this purpose. Use safety products provided.
- Patient Specimens: Consider all specimens, including blood, as bio-hazardous.
- Blood Spills: Clean up with disposable materials (i.e., paper towels or spill kit), clean and disinfect the area. Notify Housekeeping for thorough cleaning.

### **Droplet Precautions**

Droplet Precautions are used when patients have a disease process that is spread by contact with respiratory secretions.

These include:

- Respiratory infections (RSV, Human Metapneumovirus, Parainfluenza, Influenza)
- Neisseria meningitides (meningitis or sepsis)
- Invasive Hemophilus Influenza type B (meningitis, sepsis, epiglottitis)
- Diphtheria
- Pneumonic Plague
- Mumps
- Parvovirus B19
- Rubella

### **Coronavirus/COVID-19**

The SARS-Cov-2 virus in the Coronavirus family is known to cause a severe illness known as COVID-19. All students must perform daily symptom checks for any signs and symptoms of illness. Including fever (temperature check), cough, shortness of breath. Students MUST stay home if they are experiencing ANY of these symptoms. Students that are ill must notify the Student Affairs Office. OMS 3 and OMS 4 students must additionally notify their Clerkship (Site) Preceptor.

Students who were ill with fever and/or respiratory symptoms will require a note from a healthcare provider prior to returning to call or their rotation.

All students should remain aware of National and State Guidelines from the CDC and <https://coronavirus.utah.gov/> concerning epidemiologic updates, precautions for viral illness (COVID-19), Risk Mitigation, and Exposure responses in the Clinical Learning Environment.

### **COVID-19 Task Force**

The COVID-19 task force meets weekly to review and assure compliance with the most current CDC and regional recommendations. The task force communicates weekly updated guidelines with faculty, staff, and students via email. On campus testing is available under the guidance of the task force.

### **Contact Isolation**

Contact isolation is used when patients have a disease process that is spread by contact with wounds or body fluids.

These include:

- Diarrhea (Rotavirus, Clostridium difficile, E. Coli 0157:H7, Shigella, Salmonella, Hepatitis A, Campylobacter, Yersinia.)
- Open draining wounds, infection or colonization with multi-drug resistant organisms (MDROs) Airborne Precautions Airborne precautions are used when the infection is spread through the air.

Examples of diseases requiring airborne precautions are:

- TB (tuberculosis)
- Measles
- Chickenpox

### **Personal Protective Equipment (PPE)**

Wear personal protective equipment when there is potential for handling or coming in contact with bodily secretions or fluids. PPE should be located in areas where such exposures are likely to occur.

### **Needle Stick Policy/Exposure to Blood and Body Fluids Policy/Procedure**

If a Noorda-COM medical student is exposed to bloodborne pathogens either by direct contact with blood or other body fluids via the eyes, mucous membranes, human bite, or sharps (e.g., needle stick, lancet stick, scalpel cut, etc.) while on clerkship, it is to be handled as an EMERGENCY SITUATION.

In the event of an exposure students are to follow site procedures.

- Clean Immediately wash region with soap and water for 5 minutes. If exposure occurred in the eyes, nose, or mouth, use copious amounts of water to irrigate mucus membranes. Know where stations to irrigate eyes are located.
- Communicate Let the preceptor, DME/DIO, Core Site Coordinator and the Department of Clinical Education know about the exposure ASAP.

Student should ask for the following information:

- Patient information (name, DOB, medical record number, address, phone #) and any prior testing for HIV, Hep B, Hep C, RPR, or risk factors thereof
- If patient is known to be HIV +, obtain info on CD4 count, history/current opportunistic infections, prior/current regimen/ resistance
- Baseline labs for student and patient (HIV, Hepatitis B, Hepatitis C)
  - If unable to do lab work, present to the closest ER Chemoprophylaxis If the patient is HIV +, or their HIV status is unknown, begin post exposure prophylaxis with a multidrug regimen within a few hours of the exposure – do not delay in seeking care.

If unable to obtain an Rx for meds from the preceptor, go to the nearest ER for a prescription. Visit <http://nccc.ucsf.edu/clinical-resources/pep-resources/pep-guidelines/> for more information and the current guidelines.

### Post Exposure Protocol

- Immediately wash exposed areas with soap and water.
- If splashed in eyes or mouth, flush with large amounts of water.
- It is critical that you are treated within the first two (2) hours after injury.
- Notify supervisor and follow clerkship site exposure protocols.
- If facility is not equipped to handle exposure, contact an Occupational Health Clinic, appropriate site location, or go to the nearest emergency department with your current health insurance information.
- Notify the Department of Clinical Education of any care received.

Counseling Students exposed to a blood borne pathogen will receive counseling and instructions for follow-up from the Department of Clinical Education.

Please contact them within 24 hours. [clined@NoordaCOM.org](mailto:clined@NoordaCOM.org)

## Definitions

## Responsibilities

## Policy Violations

Failure to comply can result in disciplinary action up to including dismissal

## Interpreting Authority

Dean's Council

## Statutory or Regulatory References

## Relevant Links

Additional Helpful Numbers  
911 Emergency

## Policy Adoption Review and Approval

Dean's Council