

Murray State University
Athletic Training Program
DISCIPLINARY ACTION POLICY

The MSU Athletic Training Student Handbook serves as a guide for expected and appropriate actions for the ATS. Any ATS who is found to be non-compliant with any of the policies or procedures outlined in the Handbook may be subject to progressive disciplinary action. When there is an issue of concern, a meeting will be scheduled with the ATS to discuss the nature of the non-compliance. All disciplinary actions require a meeting between AT Program faculty and the ATS, as well as written documentation for the student file. The written documentation will include a description of the violation and the level of the violation, the specific actions taken to rectify the situation, and the length of time the ATS will have to show compliance. The ATS must sign the written documentation, acknowledging awareness that progressive disciplinary action has been taken.

Levels of Progressive Discipline:

1. Disciplinary Warning:

Minor violations will result in a written warning being placed in the ATS's permanent record. These infractions are seen as correctable violations. Two written warnings for the same offense *or* three written warnings overall will lead to a student being placed on disciplinary probation.

Examples of violations resulting in a disciplinary warning:

- Clinical attendance issues
- Dress code infractions
- Inappropriate attitude or professional behavior
- Failure to turn in required paperwork

2. Disciplinary Probation:

More significant violations will result in the ATS being placed on disciplinary probation. While on disciplinary probation, the ATS may not complete his/her clinical hours for a specified period of time. Receiving a second disciplinary probation violation before resolving a previous probationary violation will result in the ATS being suspended from the program. Receiving more than two probationary violations during the ATS's tenure in the professional phase of the program will result in the ATS being dismissed from the program.

Examples of violations resulting in disciplinary probation:

- Insubordination
- Negligence
- Incidence of undisclosed interpersonal relationship
- Misdemeanor conviction

3. Academic Probation:

If the ATS sustains a cumulative GPA below a 2.50, s/he will be placed on academic probation and have one semester in which to resolve the GPA violation. While on academic probation, the ATS may complete his/her clinical hours as scheduled. Failure to reach the required GPA after one semester will result in the ATS being dismissed from the program.

4. Program Suspension:

Severe violations in Program policy or procedure will result in the ATS being suspended from clinical experiences for a specified period of time. If the ATS is suspended from the program, the ATS will need to compose a letter to the Athletic Training Disciplinary Committee addressing why s/he should be reinstated in good standing.

Examples of violations resulting in suspension:

- Repeated disciplinary probation violations
- Felony conviction
- Sexual harassment conviction
- HIPAA violations (breach of patient confidentiality)
- Inappropriate interpersonal relationship with a high school student/patient

5. Program Dismissal:

Repeated suspension violations or repeated academic probation violations will result in the ATS being dismissed from the Program. ATSs who have been dismissed from the Program must submit a new application for admission and meet all required admission criteria to be considered for readmission.

ATSs suspected of having committed violations warranting disciplinary probation, program suspension, or program dismissal will appear before the Athletic Training Disciplinary Committee. The AT Disciplinary Committee shall consist of the Clinical Education Coordinator, one athletic training staff member, one faculty member within the Department of Applied Health Sciences, and one student within the Department of Applied Health Sciences who is not associated with the Athletic Training Program. The AT Disciplinary Committee will hear all relevant information pertaining to the offense and make a recommendation to the Program Director as to the level of disciplinary action as well as the time frame that should be placed upon the ATS. Ultimately, decisions regarding disciplinary action and time frame will be made and enforced by the Program Director.