



# WELCOME TO NON-NURSING STUDENT ORIENTATION

2025 - 2026



It is our hope that in addition to meeting all regulatory requirements, education be a positive, informative experience. We welcome your ideas to improve all aspects of the process.

If you experience any difficulties, please contact The Learning Center (410-871-6841) and we will be happy to assist you.



#### **Mission**

Our communities expect and deserve superior medical treatment, compassionate care and expert guidance in maintaining their health and well-being.

At Carroll Hospital, we offer an uncompromising commitment to the highest quality health care experience for people in all stages of life. We are the heart of healthcare in our communities.



Carroll Hospital is a portal of health and wellness.

## VISION



We take responsibility for improving the health of our population through care management and delivering high-quality, lowcost services in the most appropriate settings.



We engage our community at all points of care and promise to provide a seamless healthcare experience.

## REMINDERS

- **<u>Parking</u>** is in the garage/designated areas. Park in appropriate areas.
- <u>Smoking</u> is prohibited on any LifeBridge Health campus.



## SAFETY ON THE CAMPUS

- Please obey all traffic signs
- Register vehicles
- Lock your vehicle and secure your belongings
- Don't leave valuables in plain sight
- Pay attention to your surroundings





# USE EMERGENCY CALL BOXES FOR EMERGENCIES AND ACCIDENTS



## CODE OF CONDUCT

- The Government has laws in place to prevent healthcare fraud and breach of patient confidentiality, HIPPA (Health Insurance Portability & Accountability Act).
- This code describes general guidelines for associates, students, volunteers, physicians, vendors and affiliated organizations on laws and policies affecting their professional activities.
- The Code of Conduct should help you understand what is expected of you at this student rotation site.

Maintain associate and patient privacy

Protect confidential information

## GUIDANCE ON BEHAVIOR

Avoid inappropriate use of technology

Respect intellectual property

**Control costs** 

No personal use of hospital property

No solicitation

Do not discriminate or harass

Prevent workplace violence

## GUIDANCE ON BEHAVIOR

Drug-Free, Smoke-Free workplace

Care for health and safety

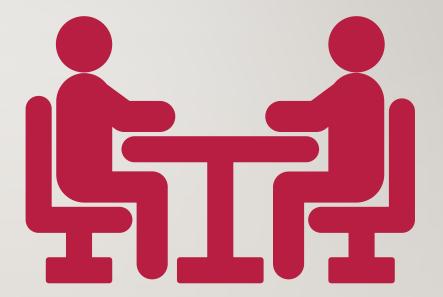
Proper disposal of medical waste

Communicate with Public through proper channels

Limit on gifts

#### MAINTAIN ASSOCIATE AND PATIENT PRIVACY

- As students in a healthcare organization, you hear and see information about patients, associates and outside agents every day
- This information is confidential and needs to remain so
- Access to personal information is limited to individuals with a clear professional need to know





Avoid inadvertent disclosure of confidential business information.

#### PROTECT CONFIDENTIAL INFORMATION



You are responsible for protecting confidential information that you may have acquired here at Carroll Hospital.



Confidential information includes: Medical records, Business plans, Financial statements, Marketing and Sales programs, Business methods, Prospective supplies, or customers and human resource information relating to wages, benefits and disciplinary actions.

## **RESPECT INTELLECTUAL PROPERTY**

We must respect copyright laws; therefore, we cannot reproduce, distribute or alter in any way, material that is copyrighted without express written consent of the owner (another example is software licensing).

## CONTROL COSTS

We cannot compromise our patient care but should bear in mind that cost efficiencies are essential to our ability to continue to deliver healthcare.

#### NO PERSONAL USE OF HOSPITAL PROPERTY

Our assets are intended to assist us in performing our duties while at Carroll Hospital and should not be utilized for personal reasons.



We recognize and respect the uniqueness of all patients, students, associates, volunteers and others and prohibit all forms of discrimination.

## DO NOT DISCRIMINATE OR HARASS

Examples of inappropriate behavior include: jokes, slurs, derogatory comments that are racist, ethnic or sexist.

Sexual harassment can be difficult to define. What is funny to one person may not be to another. Examples of sexual harassment include unwanted advances or touching, dirty language or jokes. Be cautious and always use good taste, never risk offending someone.

#### **PREVENT WORKPLACE VIOLENCE**

We must make every effort to resolve conflicts in a reasonable and rational manner. When individuals are unable to resole differences in a professional and mature manner, we expect students to inform their preceptor.

## DRUG-FREE, SMOKE-FREE WORKPLACE

- Abuse of drugs (legal and illegal) and alcohol can interfere with the safety and well being of patients, the public and fellow students/associates.
- The use, selling, purchasing, possession or transfer of illegal drugs and the abuse of alcohol or legal drugs is prohibited.
- We are also committed to a healthy smoke-free environment.





We are dedicated to creating and maintaining a safe work environment that is free of unreasonable hazards and in compliance with workplace health and safety laws.

## CARE FOR HEALTH AND SAFETY



It is the student's responsibility to contribute to creating and maintaining their safe environment by wearing proper safety equipment, identifying and reporting potential safety hazards.





You should notify your preceptor of any safety issues so they can be quickly and appropriately addressed.

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All requests for information from reporters or the general public should be referred to the marketing/public relations department.

COMMUNICATE WITH PUBLIC THROUGH PROPER CHANNELS



Students should never release information without permission.

#### LIMIT ON GIFTS

- Students should never offer, give or accept any benefits such as incentive, gifts, discounts or rewards from patients, suppliers or distributors that are beyond generally accepted practices.
- Items considered UNACCEPTABLE include benefits, incentives, gifts and rewards which the recipient does not pay fair market value.
- Small gifts such as flowers or cookies are tokens of appreciation and are acceptable.
- Any questions concerning whether a gift is appropriate should be directed to your preceptor.

#### DRESS CODE



- If you need to come in for an assignment dress in casual clothing (no jeans, no offensive logos) or wear a school approved uniform with your student badge visible.
- Cell phones are to be silenced while at the hospital.
- Closed toe shoes are required. If you arrive for your clinical experience in shoes that are not appropriate, you will be asked to leave.

#### SCRUB STANDARDIZATION

NURSING – NAVY (EXCEPT IN SURGICAL AREAS) PATIENT CARE TECHS – WINE/BURGUNDY UNIT SECRETARY – GRAY PATIENT OBSERVERS – ROYAL BLUE

#### CREATING A POSITIVE PATIENT EXPERIENCE IS EVERYONE'S JOB!







#### **MAKE CUSTOMERS FEEL WELCOME**



- Introduce yourself, smile, make eye contact
- Acknowledge customer in passing, whenever possible
- Call the customer by name, use first name only with permission, refrain from endearments

#### FOLLOW THE "10 FOOT RULE"



- Greet customers who come within 10 feet of you
- If they appear to need assistance ask, "May I help you?"
- If turned down respond, "I'll be here if you change your mind"

#### PRIMARY STROKE CENTER: DID YOU KNOW?



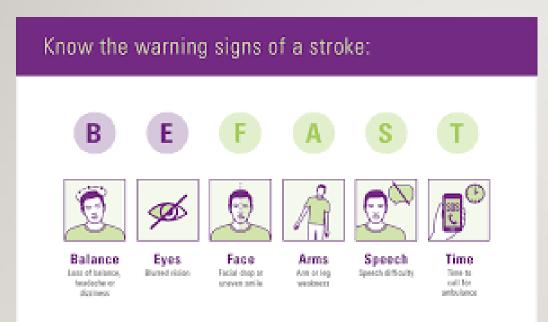
Stroke is the 5<sup>th</sup> Leading Cause of Death in the United States

Stroke occurs every 40 SECONDS

Carroll Hospital is a designated Primary Stroke Center

Quick Recognition leads to quicker treatment which can lead to better outcomes

#### **INPATIENT STROKE PROCESS**



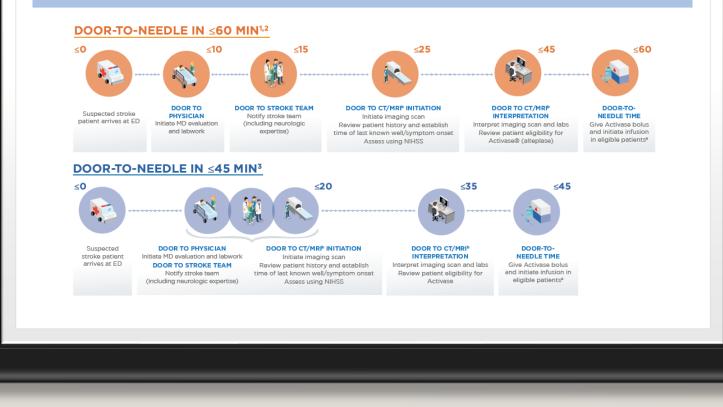
If you identify a neurologic change in your patient such as:

- **B**-balance-loss of balance or coordination
- E-eyes- loss of vision, double vision
- **F**-facial droop present
- A-arm drift or weakness or leg weakness
- **S**-slurred Speech
- **T**-time to call a Stroke alert

#### CALL 8-4444 FOR A BAT ALERT

(BRAIN ATTACK TEAM)





#### **DYSPHAGIA SCREENING** (YALE SWALLOWING SCREENING)

- RN completes dysphagia screening as clinically indicated with provider order.
- Do not give anything by mouth unless approved by the nurse



#### **GOALS OF STROKE EVALUATION**

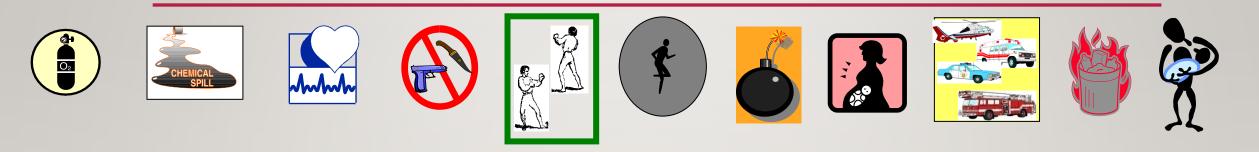
#### High quality care

- Is tPA needed?
- Does the patient have a large vessel occlusion? If so, transfer for Endovascular Therapy
- Meet our Registry and Electronic Quality Measures



Click on this video to see why we do what we do!

#### **ENVIRONMENT OF CARE (EOC): EMERGENCY RESPONSE CODES**



- The State of Maryland adopted these codes to be used universally throughout Maryland hospitals.
- It is your responsibility to know the codes, what each represents and also to know your role when any of these codes are called.

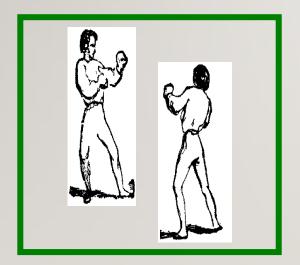
#### EMERGENCY RESPONSE CODES

Emergency codes provide a system to manage unexpected situations that may occur on our campus

> To activate an emergency (all codes) call extension **8-4444**

Let's Review the Codes Utilized at Carroll Hospital

# **CODE GREEN:** Used for a Behavioral Emergencies



- Recognize when the patient is starting to "escalate"
- Position yourself in the room close to the door so that you have a way out if need be. Don't corner yourself in the room
- Call a Code Green for any situation involving a patient with aggressive behavior

#### **CODE GREY:** Used for Elopement



- An elopement occurs when a patient attempts to leave/flee the unit assigned and/or the hospital
  - A Code Gray or elopement is <u>not</u> when a patient leaves against medical advice
- All staff/students must observe corridors, look out windows and check general areas for the eloped patient.

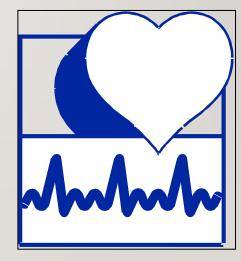
### **CODE ORANGE:** Hazardous Chemical Spill

- Any time an associate/student works with a chemical, it's their job to know and understand the hazards or risks to using that chemical.
- Information about hazardous materials can be found on material Safety Data Sheets (MSDS)



# **CODE BLUE:** (ADULT/CHILD/INFANT) CARDIOPULMONARY RESUSCITATION EMERGENCY

This code is activated when anyone is discovered in respiratory and/or cardiac arrest.



# **CODE PINK:**

# INFANT/CHILD ABDUCTION

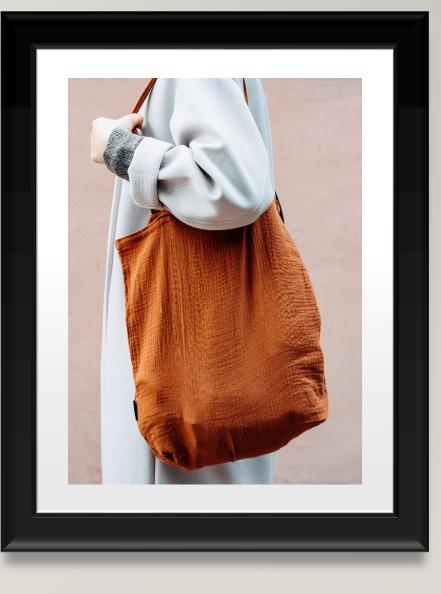
- A Code Pink alert is activated in the event of an attempted or actual infant or child abduction
- Station yourself at the building exit nearest to your location in accordance with the Code Pink Plan
- Environmental Services and Maintenance Associates will patrol the building perimeter during a Code Pink Alarm



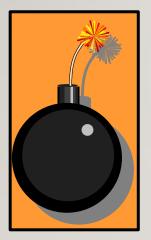
# **CODE PINK:** INFANT/CHILD ABDUCTION

#### **Be Alert for:**

- Anyone acting suspicious
- Anyone carrying an infant or small child
- Any person or Associate carrying a large bag, box, coat or anything which could conceal an infant/child



# CODE GOLD: Bomb Threat



All Associates/students will assess their own area for any suspicious objects.

- If a suspicious object is located:
- **<u>DO NOT</u>** move the object
- **<u>DO NOT</u>** touch the object or anything attached to it

# CODE PRE-YELLOW SURGE ALERT



Help departments as instructed to increase throughput, etc.

# Oxygen Emergency Procedure: CODE O2



Telecommunications will page:

- Nursing Shift Coordinator
- Cardiopulmonary Director
- Respiratory Therapist
- Maintenance personnel

Those on duty will report to Telecommunication Office

# **CODE PURPLE:** Firearm/Weapon Present

If you observe or receive a report of an individual(s) displaying a fire arm or other lethal weapon in a threatening manner, contact the following, if possible:

- Ext. **8-4444**
- Maryland State Police 911

Notify patients and visitors of the situation and direct them to an area of refuge

(Any area that will keep you out of Harm's Way):

Locked restroom Locked Office Closet Exit the Building



# **CODE RED:** Fire Response Plan



- This code is activated in the event of a fire, smoke, odor of smoke, suspected fire, etc.
- If you report the fire by telephone (ex. 8-4444), you
   MUST also <u>activate the nearest Fire Alarm Pull Station</u>.
- Ensure that all exit doors, especially those to stairways, are not propped open.
- All stairwell doors must remain closed and latched to prevent smoke and fire from entering escape routes.

#### DO NOT USE ELEVATORS DURING A FIRE EMERGENCY

To help you remember the steps to take in the event of a FIRE, use the acronym RACE:

> R –rescue A – alarm C – confine E – extinguish



#### CODE SILVER ACTIVE SHOOTER OR VIOLENT INTRUDER

- If you observe or receive a report of an individual(s) displaying a firearm or other lethal weapon in a threatening manner, contact the following, if possible:
- Ext. **8-4444**
- Maryland State Police 911



# CODE SILVER (CONT.)

**Run, Hide, Fight:** Active assailant situations evolve very quickly and with unpredictability. Keeping this in mind, your first priority is to protect yourself. Aligned with our Code Silver policy is the Run, Hide and Fight concept.

- **Run**: Leave the area and seek a point of refuge.
- Hide: Seek shelter away from the location of the incident.
- **Fight:** As a last resort, engage the subject with whatever is available, including chairs, fire extinguishers, IV poles or anything else you can use to protect yourself. Remember that this is a final option and should not be pursued unless necessary.





#### RAPID RESPONSE TEAM

#### Utilized when:

- An inpatient requires urgent attention
- Acute clinical change or nurse consider patient at risk
- Initiated by nurse or other clinical staff

# **Code Medical Emergency**

- Staff, Visitor, or Outpatient in need of medical assistance
- Ensures that all individuals requiring emergency care, who are located on the hospital campus, receive care in a well-coordinated manner



# TEAM ACTIVATIONS AT CARROLL HOSPITAL

#### **Anesthesia STAT**

Anesthesia Provider needed urgently within the hospital.

#### **STEMI Alert**

ST-Elevation Myocardial Infarction (STEMI) identified on EKG warranting Cardiac Catheterization intervention, activated prior to arrival by EMS, within the ED or inpatient settings.

#### **Rapid Response**

Team of trained clinicians who respond promptly to a patient whose condition is rapidly and/or unexpectedly deteriorating, due to perception of change in condition and/or by family request.

#### Brain Attack Code (BAT)

Acute stroke symptoms <4.5 hrs from last known well (LKW) requiring immediate evaluation by Neurology team to determine eligibility for acute intervention (thrombolytic and/ or thrombectomy).

#### **Urgent Stroke Evaluation**

Acute stroke symptoms suspected with onset greater than 4.5 hours but less than 24 hours from last known well (LKW) activated by a provider for evaluation by Neurology team to determine eligibility for acute intervention (i.e. thrombectomy).

#### Medical Emergency

Any condition of an individual who is not a patient requiring immediate emergency medical assessment and/or medical care. Note that organizational differences may exist. Please review entity policy on this topic further.

#### **OB Rapid Response**

Team activated when a patient presents with an obstetrical emergency and/or are considered unstable.

#### **Airway Emergency**

Any condition which requires immediate airway intervention. Responding teams include specialized team members.

#### **Cath Lab Alert**

Activation of the Cardiac Cath Lab - not STEMI.

**Code Blue Neonatal** 

CODE BLUE with specific neonatal age range (from birth to 6 weeks).

Code Blue Pediatric (31 days - 18 years) Code Blue with specific pediatric age range (from 31 days to 18 years).

#### Pediatric Rapid Response

Team of critical care trained clinicians who respond promptly to a pediatric patient whose condition is rapidly and/or unexpectedly deteriorating, due to perception of change in condition or by family request.

#### **Neonatal Rapid Response**

Team of critical care trained clinicians who respond promptly to a neonatal patient whose condition is rapidly and/or unexpectedly deteriorating, due to perception of change in condition or by family request.

#### **Respiratory STAT**

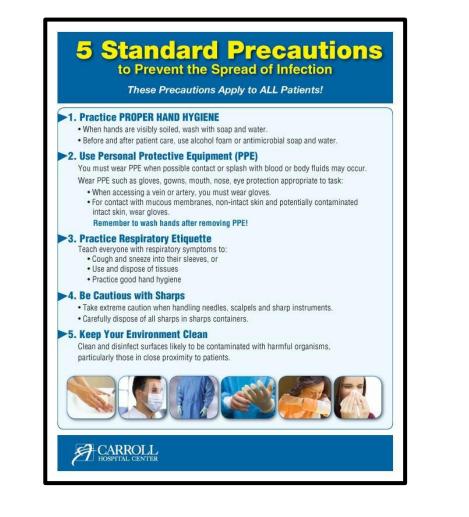
Reparatory Therapist need urgently for airway problems (does not include Anesthesiologist).



### INFECTION CONTROL

- Standard Precautions, Transmission-Based
   Precaution guidelines and signage is still present
- Note signs outside of patient door and don PPE as appropriate

Everyone must abide by the standards identified on the Infection Control signs!



#### TRANSMISSION-BASED PRECAUTIONS REQUIRE:

- Patients to be placed in a private room
- Appropriate precautions sign on the door frame
- PPE (gowns, gloves, masks) in caddy on the door or on the cart

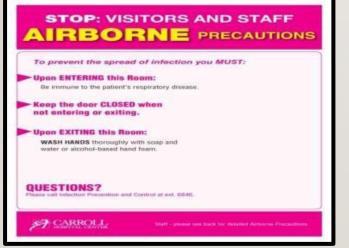
#### **Airborne Precautions**

#### **Droplet Precautions**

#### **Contact Precautions**

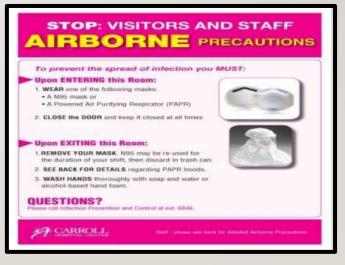
## **AIRBORNE PRECAUTIONS**

#### For Measles/Chickenpox



Persons entering the room MUST be immune to measles or chickenpox.

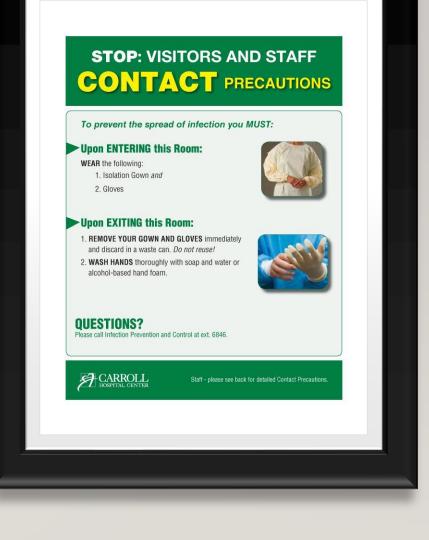
#### For Tuberculosis (TB)/COVID



For suspected or known TB patient, people entering the room must wear an N-95 or PAPR

# CONTACT PRECAUTIONS

FOR PATIENTS WITH MRSA, VRE, AND OTHER HIGHLY ANTIBIOTIC-RESISTANT ORGANISMS, RSV, SCABIES, ETC.



# **CONTACT PRECAUTIONS: ENHANCED CONTACT**



- For patients with Clostridium difficile (C.Diff.)
- Wash hands thoroughly with soap and water only

# DROPLET PRECAUTIONS

#### STOP: VISITORS AND STAFF DROPLET PRECAUTIONS

To prevent the spread of infection you MUST:

Upon ENTERING this Room: WEAR a SURGICAL MASK (preferably with a face shield)



A CARROLL

- REMOVE YOUR MASK immediately and discard in a waste can.
- WASH HANDS thoroughly with soap and water or alcohol-based hand foam.

QUESTIONS? Please call Infection Prevention and Control at ext. 6846

Staft - please see back for detailed Droplet Precaulty

For patients with influenza, bacterial meningitis, pertussis, or RSV, a surgical tie mask preferably with face shield is recommended

#### NOTE: Patients with RSV also need to be placed on Contact Precautions

## REDUCING HEALTHCARE ASSOCIATED INFECTIONS



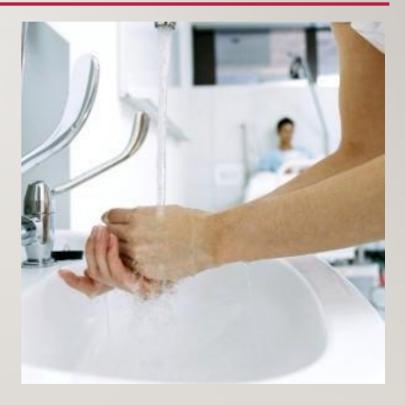
Associates/students must wash hands or apply a waterless hand antiseptic:

- Before having direct contact with a patient
- After any contact with a patient, including

intact skin (taking a pulse, BP, or lifting a patient, etc.)

# ASSOCIATES MUST WASH HANDS OR APPLY A WATERLESS HAND ANTISEPTIC:

- After contact with body fluids or excretions, mucous membranes, non-intact skin, and wound dressings, even if hands are not visibly soiled
- After contact with inanimate objects in the immediate vicinity of the patient
- After using a computer keyboard and/or mouse and before patient contact
- After removing gloves



## HAND HYGIENE



Hand Hygiene Guidelines Staff/students must wash hands with <u>soap and water</u>:

- When hands are visibly soiled
- After using a restroom

# CORPORATE COMPLIANCE

All Jump Drives (USB, Thumb drives, Flash drives, Memory sticks, etc) must be cleared through IS (Information Systems) before used by Associates, Students, Physicians or Outside speakers.

You MUST minimize or sign off a computer when there is the potential for others to see information.

Everyone has the responsibility to protect PHI (Patient Health Information). This can be verbal, electronic or written. Never use this as scrap paper. Be aware of how you dispose of any paper with PHI on it!!

### **CORPORATE COMPLIANCE**



DO NOT ACCESS ANY INFORMATION, ESPECIALLY A PATIENT'S CHART, UNLESS YOU HAVE A WORK-RELATED REASON TO BE THERE. ARMBANDS FOR HIPAA/OPT-OUT PRIVACY ISSUES ARE CLEAR WITH "PRIVACY" WRITTEN IN BLACK.

# PATIENT SAFETY AND JOINT COMMISSION

# JOINT COMMISSION

In 2002, Joint Commission established National Patient Safety Goals (NPSG) to help educate Healthcare personnel on Medical Errors. The Joint Commission developed Standards of Practice that must be consistently met. Each Patient Safety Goal comes from a Nationally Reported Sentinel Event. A Sentinel Event is when a patient is severely harmed or dies.







# **YOUR ROLE:**

#### You are an Advocate For Patient Safety!

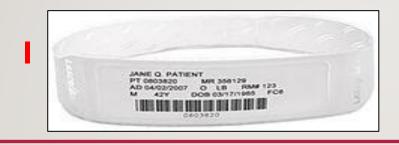
The Institute of Safe Medication (IOM) reports there are 44,000-98,000 deaths/year from medical errors! This equals the number of deaths from one 747 airplane crashing everyday for I year. Medical errors are the **6th** leading cause of death.

# NEXT WE WILL REVIEW THE NATIONAL PATIENT SAFETY GOALS



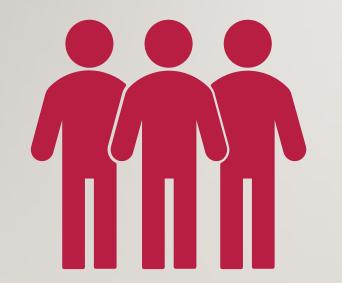
# IDENTIFY PATIENTS CORRECTLY

USE AT LEAST TWO WAYS TO IDENTIFY PATIENTS!



**2** Ask the Patient theirName and Date of Birth

#### **IMPROVE STAFF COMMUNICATION**



- Get important test results to the right staff person on time
- Report abnormal test results
- Bedside Handoff reporting
- Suicide risk patients? Have we taken all the proper precautions?

#### **USE MEDICATION SAFELY**

- Before a procedure, <u>label medications</u> that are not labeled. For example, medicines in syringes, cups and basins. Do this in the area where medicines and supplies are set up.
- Take extra care with patients who take medications to thin their blood.
- Record and pass along correct information about a patient's medications. What medications is the patient is taking? Compare those to the new medications given to the patient. Make sure the patient knows which medications to take when they are at home. Tell the patient it is important to bring their up-to-date list of medications every time they visit a doctor.



# USE ALARMS SAFELY

MAKE SURE THAT ALL ALARMS ON MEDICAL EQUIPMENT ARE HEARD AND RESPONDED TO IN A TIMELY MANNER.



#### **PREVENT INFECTION**

Use	Use the hand cleaning guidelines from the Centers for Disease Control and Prevention or the World Health Organization. Set goals for improving hand cleaning. Use the goals to improve hand cleaning.
Use	Use proven guidelines to prevent infections that are difficult to treat.
Use	Use proven guidelines to prevent infection of the blood from central lines.
Use	Use proven guidelines to prevent infection after surgery.
Use	Use proven guidelines to prevent infections of the urinary tract that are caused by catheters.



#### PREVENT MISTAKES IN SURGERY

Make sure that the correct surgery is done on the **correct patient** and at the **correct place** on the **patient's body**.

- Mark the <u>correct place</u> on the patient's body where the surgery is to be done.
- **Pause** before the surgery to make sure that a mistake is not being made.

# HAND-OFF COMMUNICATION

...IS MANDATED BY THE JOINT COMMISSION. IT IS A TEAM EFFORT THAT HELPS TO MAINTAIN PATIENT SAFETY.



#### HAND-OFF BETWEEN CAREGIVERS

- Ticket to Ride
  Passport to Surgery
  Pre-Op Checklist
- SCIP



#### TICKET TO RIDE

- This form is used when a patient is taken off unit for a test, transfer room, surgery etc.
- The nurse generates the form in Cerner
- The form is completed legibly in "real time"
- The Nurse completes the form and gives to the Transport associate
- This form will be used in all areas of the hospital

#### The sending nurse initiates the form in Cerner.

- Form is placed in the Medical Chart under the Miscellaneous Tab
- Permanent part of the Medical Record

	TICKET TO RIDE		
Name: Autorities constants MRN: Autorities Location: Antor Presentate		DOB: Admit Date: Attending Dr: Service:	ANUG Sikuto
Allergies: codeine, oxyCODONE, OxyCONTI Reason For Visit: REVERSE SHOULDER	IN		
Level of Consciousness:	02/07/19 07:56:00 Alert		
Patient Care 02/07/19 07:20 Resuscitation Status	02/07/19 7:20:00, Full Resu	scitation, MOLST Form	
HR: 91 02/07/19 06:55:00 BP: 102/62 02/07/	19 06:55:00 RR: 18 02/07/19 06	:55:00 <b>TEMP:</b>	
Destination:			
		Transporter Initials:_	
Sending Unit Nurse	/// Date	1	
PRINTED Name	Phone#/Vocera# Date	Time	
Pertinent Patient Information (please circle a NPO Diet Status	ppropriate response) Yes No For this Tes	t Oply	
Patient Hard of Hearing Known Pressure Areas	Yes No Yes No If yes, speci		
Additional Information:	res no iryes, speci	ry:	
Returning Clinician /		, .	
PRINTED Name	Title	_// Phone#/Vocera#_/_	/ Date Time
Most recent vitals*: HR BP *attach EKG strip to back of page if applicate	DIE RR TE	MP	
Comments:			

#### **TICKET TO RIDE**

#### TICKET TO RIDE: UPON RETURN TO THE "HOME UNIT"

- The returning clinician completes the bottom of the form
- Print Name-
  - Phone/Vocera # -Date/Time
  - Most recent vitals
  - Any Comments
- The form is placed in the patient's hard copy medical record under the Miscellaneous tab
- Maintained as a permanent part of the medical record



# 2022 National Patient Safety Goals

Here are several links to help you review Joint Commission and the National Patient Safety Goals Hospital: 2022 National Patient Safety Goals | <u>The Joint Commission</u>

<u>G:\Users\SHARED\pharmacy\rx3webdocs\LASA</u> 2021 LBH.pdf

#### ADDITIONAL GOALS AT CARROLL HOSPITAL

- Encourage patients to report safety concerns. On admission, patients and families are made aware how to report safety concerns. For example, calling for the Rapid Response Team (RRT)
- Encourage patients & families to ask for assistance when their condition gets worse. Don't hesitate to ask for assistance if you see a patient getting worse





#### UNIVERSAL PROTOCOL

Universal Protocol focuses on safety for all surgical & nonsurgical invasive procedures. It promotes "right site-right patient" surgery.

Take a Time Out!



#### **REPORTING SAFETY ISSUES**

**You** are instrumental to keep our hospital safe.

Whenever you see an unsafe condition, report it

- to your Supervisor, call the Safety Hotline at 86909,
- or record it under "Incident Reporting" on the intranet.

Don't wait for someone to get hurt.



## First Touch.....



### Last Touch.....

## Heart to Heart.....

#### WE IMPACT OUR PATIENTS