



Policy 3.6 Non-Discrimination and Testing Accommodations

The Board of Certification for Emergency Nursing (BCEN®) is committed to providing a certification process that is fair and free from discrimination. All reasonable efforts are made to ensure that BCEN examinations are based on job-related knowledge and tasks. In addition, during item-writing training, editorial review of individual items, and exam review situations, documentation on how to prevent bias, and stereotyping is provided in either written or verbal form following procedures outlined in BCEN Policy 2.5 – Elimination of Bias and Sensitivity in Items and Testing Materials.

BCEN endorses the principle of equal opportunity. Eligibility criteria for all BCEN examinations and certifications are applied equally to all applicants regardless of race, religion, sex, sexual orientation, gender identity, national origin, ethnicity, veteran status, age, marital status, or disability.

BCEN and its test delivery vendor comply with the Americans with Disabilities Act (ADA) and strive to ensure that no disabled individual is deprived of the opportunity to take a BCEN examination solely by reason of that disability. Special testing arrangements may be made for these individuals. All testing sites will comply with all federal, state, and local laws regarding use of public buildings, ensure accessibility required under the ADA, and accommodate applicants with disabilities on an individual basis without additional cost. BCEN and their test delivery vendor recognize that at times a candidate may request special testing accommodations. Every attempt is made to address requests for testing accommodations based upon review of documented health needs. In all cases, requests for special accommodations and documentation of disability needs are required at the time of application. Wheelchair access is available at all established testing centers. Candidates with visual, sensory, physical, or learning disabilities that would prevent them from taking the examination under standard conditions may request special

accommodations. Testing accommodations can also be requested for candidates taking a BCEN exam via live remote proctoring (LRP). All candidates are treated equally and with respect.

BCEN will consult with legal counsel for any unreasonable accommodation (e.g., three times the allotted time to test, request for a shorter examination) requested by candidates. All efforts will be made to ensure compliance with the ADA and without compromising the validity of exam results.

BCEN's test delivery vendor offers exams at a testing center by appointment throughout the year based upon each site's hours of operation and capacity. Candidates will have access to information about the test centers before scheduling their exam to provide flexibility and prevent interference with religious needs. Exam delivery via live remote proctoring also allows for scheduling flexibility a 365 days per year, 24 hours a day, 7 days per week.

Procedure

1. A candidate who requires testing accommodations to take a BCEN exam must complete and submit a Test Accommodations Request along with their exam application. This information remains confidential. Test accommodations must be approved prior to scheduling an exam appointment.
2. BCEN will review the test accommodations request and, if approved, provide the approved accommodation information to BCEN's test delivery vendor.
3. If the accommodation is for extra time, the candidate will be able to schedule their exam immediately upon becoming exam authorized. If other accommodations are approved, the candidate will follow the test vendor's process for scheduling an exam with accommodations.
4. BCEN will notify legal counsel if an unreasonable testing accommodation request has been submitted.

Approved: June 2016

Reviewed and Approved: May 2019; January 2021; September 2022