METHODIST HOSPITAL | MEDICAL LABORATORY SCIENCE PROGRAM

ESSENTIAL FUNCTION REQUIREMENTS

Introduction

The Nebraska Methodist Hospital Medical Laboratory Science Program has a responsibility for the welfare of the patients treated or otherwise affected by students enrolled in the program, as well as for the welfare of students in the program. To fulfill this responsibility, the program has established minimum essential function requirements that must be met, with or without reasonable accommodation, in order to participate in and successfully complete the program. Discrimination is prohibited on the basis of race, color, sex, national origin, age, disability, marital status, sexual orientation, religion or veteran status.

Program

Admission and retention decisions for Medical Laboratory Science are based not only on prior satisfactory academic achievement, but also on non-academic factors which serve to ensure the candidate can meet the essential function requirements for successful completion of the academic program. Essential function requirements, as distinguished from academic standards, refer to those cognitive, physical, and behavioral abilities that are necessary for satisfactory completion of all aspects of the curriculum, and for the development of professional attributes required at completion of the program.

The Nebraska Methodist Hospital Medical Laboratory Science Program curriculum requires essential abilities in information acquisition. The student must have the ability to master information presented in course work in the form of lectures, written material, and images. Additionally, the student must have the cognitive abilities necessary to master relevant content in basic science and clinical courses at a level deemed appropriate by the faculty.

The student must be able to perform patient testing safely and accurately. They must be able to distinguish and identify objects both macroscopically and microscopically.

The student must have sufficient upper body muscle coordination and adequate dexterity to safely handle body fluid specimens, biohazards, chemical hazards, and instruments in order to prevent harm to self or others. They must be able to perform delicate manipulations on specimens, instruments, and equipment (such as calibrated pipettes) sufficient to meet specifications for accuracy in diagnostic testing. They must be able to lift and move objects, for example, load individual tubes in an analyzer and move test tube racks from one bench to another. They must have fine motor control skills to carry out technical procedures, such as, isolating bacteria by smoothly moving a loop (a six inch wire with a looped end) over the surface of an agar (gel) culture plate without tearing the surface of the agar. The student must have sufficient touch discrimination to discern veins in order to perform venipunctures.

The student must be able and willing to work with blood and with organisms that may be infectious. They must be able to work safely with a wide variety of chemical reagents.

Approximately 75% of each day is spent standing or walking and 25% is spent sitting in an indoor setting. Lifting of up to 50 pounds of equipment or supplies is required. Frequent interaction with computer monitors and laboratory equipment is necessary, requiring interpretation of visual presentation on screen, repetitive hand movements, and precise manipulation.

The student must possess the emotional stability required for full utilization of their intellectual abilities. They must be able to work accurately and safely under stress, for example: work under time constraints;

read and record numbers accurately; perform repetitive tasks; concentrate in distracting situations; and make subjective evaluations and decisions where mistakes may have a high impact on patient care. They must be able to adapt to changing environments and be able to prioritize tasks.

The student must be able to communicate effectively in verbal and written English in order to obtain and transmit information to patients and members of the health care team. The appropriate communication may also rely on the student's ability to make a correct judgment in seeking supervisory help and consultation in a timely manner.

The student must possess attributes which include integrity, responsibility, and tolerance. They must show respect for self and others, work independently as well as with others, and project an image of professionalism.

These standards identify the requirements for admission, retention, and successful completion of the program. It is the responsibility of the student with disabilities to request those accommodations they believe are reasonable and needed to execute the essential functions described.

After thoroughly reading the above document, please check the appropriate box below, print/type your name, sign and date the form, and send to the address below (or you may scan and email the completed form to Julie.Richards@nmhs.org). If you email the form, please type 'your name' and 'Essential Requirements' in the subject line. Please keep a copy of the form for your records.

Nebraska Methodist Hospital
Medical Laboratory Science Program
Attn: Julie Richards, Pathology Center
8303 Dodge St.
Omaha, NE 68114

Are you able to satisfactorily perform all of the essential requirements identified above with or without reasonable accommodation?

Yes ☐ **No** ☐

Print Name: _____

Signature _____ **Date:** _____