

Essential Functions

Policy 7

In order to participate in a medical laboratory science educational program and achieve career entry competency, students must be able to perform the duties of the job based on specifications and requirements for licensure and specific job performance duties. Students should therefore have the ability to perform the following essential functions:

Physical/Psychomotor skills:

The student must demonstrate the following:

1. Successfully pass a pre-admission physical examination by Berkshire Medical Center.
2. Have the ability to move freely within educational rooms and Berkshire Medical Center laboratory departments to accomplish assigned tasks.
3. Possess visual acuity to discriminate color reactions (i.e. special stains, cell morphology, chemical strip reactions, microbiology plates and biochemical reactions, etc.), to discern fine details of cells for accurate identification, to perform microscopic analysis, to proficiently use a computer and to read charts, graphs, and printouts (or use prosthetics that will enable the senses to function adequately so the requirements can be met).
4. Possess sufficient motor skills and manual dexterity to accurately perform delicate tasks including the following, but not limited to, without compromising patient or employee safety:
 - a. calibration, monitoring and maintenance of laboratory instruments
 - b. follow precise lab procedures
 - c. pipet liquid from microliters to milliliters using various pipettes
 - d. streak an agar plate within 30 seconds to obtain isolated colonies
 - e. perform phlebotomy safely and proficiently using vacuum tube systems and winged infusion sets on patients including those confined to a hospital bed or seated in specimen collection furniture
 - f. grasp, hold, label and transport specimens for processing
 - g. handle/use reagents, hazardous chemicals and highly technical equipment to perform laboratory testing
5. Have enough strength to lift weights up to 20 pounds from the floor to waist level.
6. Possess the ability to sit or stand in places for extended periods of time up to 8 hours. Bend, crouch or stoop up to 20 times per hour.

Physical/Psychomotor skills (continued):

The student must demonstrate the following:

7. Have the ability to reach laboratory bench tops and shelves, patients lying in hospital beds, patients seated in specimen collection furniture, or have the ability to lean forward 18 inches.
8. Possess the ability to work in an environment with potentially infectious materials (HIV, Hepatitis, TB, etc.) and toxic or irritating chemicals. May be exposed to noise and temperature variations.

Cognitive Learning Skills

The student must demonstrate the ability to:

1. Receive, interpret, remember, reproduce and use information in the cognitive, psychomotor, and affective domains of learning to solve problems and evaluate work.
2. Process and categorize information using course goals and objectives.
3. Receive, interpret, remember, reproduce and use information in order to achieve satisfactory performance in all theoretical and clinical courses.
4. Integrate and relate data generated in multiple clinical laboratory settings.
5. Work from written and/or verbal instructions in a timely manner.
6. Work under strict time constraints in lecture and laboratory producing on-time and accurate results.
7. Focus work and thoughts to foster productivity in a fast-paced, noisy, and often distractive environment.

Communication

The student must be able to:

1. Have the ability to read, write, interpret and communicate proficiently (using English) to students, faculty, clinical staff, healthcare professionals and patients.
2. Possess hearing acuity so as to be able to communicate with others, including the use of telephone or other electronic communication device and monitoring of equipment (or use prosthetics that will enable the senses to function adequately so the requirements can be met).
3. Maintain appropriate body language to portray confidence, interest, and understanding to patients, instructors, and other students.

Self Care/Personal Hygiene

The student must be able to:

1. Maintain general good health and self care in order not to jeopardize the health and safety of self, faculty, staff and patients with whom the student will interact with during the course of the clinical internship:
 - a. Maintain personal cleanliness so that no inappropriate odors are present. Also be conscious of fragrances from perfumes, lotions, and other beauty and hygiene products
 - b. Maintain clean and neat appearance of hair, skin, nails, and teeth
 - c. Maintain clean and neat appearance of clothing and shoes
 - d. Remove yourself from “at risk” settings when you are ill or potentially contagious to others
2. Arrange reliable transportation (including emergency alternate transportation) and living accommodations to foster timely reporting to clinical training and lectures.

Affective

The student must be able to:

1. Demonstrate sufficient psychological stability and maturity to effectively handle the rigors of a demanding clinical internship using necessary multitasking abilities and problem solving to perform effectively in stressful situations.
2. Possess the mental health required for full utilization of his/her intellectual abilities.
3. Demonstrate respect to all people including students, instructors, staff and patients without showing bias or preference on the grounds of age, race, gender, sexual preference, disease, mental status, lifestyle, opinions, or personal values. Promote good working relationships.
4. Demonstrate professional skills such as the ability to work independently and manage time efficiently.
5. Follow all Medical Laboratory Science program and Berkshire Medical Center employee policies.
6. Maintain patient and student confidentiality at all times.

I have read the above Essential Functions and understand that they are required to succeed in the medical laboratory science program. I meet these requirements.

I understand that the inability to meet any of these requirements in practice may result in non-admission or dismissal from the School of Medical Laboratory Science.

I also understand that the majority of ADA accommodations are not consistent with the goals and outcomes of the medical laboratory science profession due to accountability regarding patient safety.

Print Name

Student Signature

Date