

Printed Student Name _____



Course: _____

Term: _____

Medical Laboratory Technology Program

Essential Functions and Technical Standards for Medical Laboratory Technology Students

Purpose Statement: The following technical standards represent the essential nonacademic requirements of the Medical Laboratory Technology (MLT) Program that a student must master to successfully participate in the program and become employable. In adopting these standards the MLT Program is mindful of the patient's right to safe and quality health care by students. The MLT student must be able to apply the knowledge and skills necessary to function in a broad variety of clinical situations while providing the spectrum of medical laboratory interventions. These standards reflect what may be required for employment of the graduate. To verify the students' ability to perform these essential functions, students **may be required to demonstrate** the following technical standards/essential functions:

Standard		Definition of Standard	Example(s) of Technical Standard	My signature and date represents that I am capable of meeting the technical standards of this program.
1	Critical Thinking/ Problem-Solving Skills	Ability to measure, calculate, reason, analyze and synthesize, integrate and apply information.	Read and comprehend relevant information in textbooks and professional literature. Identify problems related to laboratory results and determine appropriate course of action. Apply standard precautions. Recognize errors and alter performance as needed. Problem-solve unexpected observations or outcomes of laboratory procedures.	
2	Interpersonal Skills	Ability to collaboratively work with all MLT students and program faculty in the classroom and student lab and with clinical staff and patients in the clinical setting.	Establish rapport with patients/clients and colleagues. Interact appropriately with persons from a variety of social, emotional, cultural and intellectual backgrounds Employ basic conflict management skills.	

3	Communication Skills	Demonstrate effective written and oral communication or alternate method in the primary language of the institution and clinical site. This includes, but is not limited to, reading, following instructions, and other forms of communication.	<u>Writing:</u> the ability to communicate effectively in legible written form <u>Speaking:</u> the ability to verbally communicate understandably in English. <u>Reading:</u> the ability to read, understand, and follow directions printed in English.	
4	Mobility/Motor Skills	Possess manual dexterity and fine motor skills to perform safe and effective clinical laboratory procedures.	Ability to manipulate small objects with fingertips or adaptive devices and use electronic keyboard. Bilateral use of hands or terminal devices that involves coordination and strength. Ability to maneuver in the laboratory, around instruments, in confined spaces, and in patient rooms. Movement includes utilizing shoulders, arms, and neck; bending; twisting the body; standing; reaching and grasping overhead, in front of the body, and down; prolonged standing or sitting.	
5	Sensory Abilities	Sufficient hearing and visual ability to function in a clinical laboratory setting.	<u>Visual:</u> the ability to distinguish red color from yellow color; distinguish clear from cloudy; and see through a microscope. Must be able to discern primary colors and/or shades thereof; and differentiate shapes macroscopically and microscopically. <u>Hearing:</u> demonstrate hearing ability with any type of auditory aid in order to follow verbal instructions; ability to hear alarms; ability to adapt (phone receivers, hearing aids, etc.)	

6	Behavioral/ Emotional Stability	Demonstrate professional behaviors and strong work ethic.	Demonstrate the ability to work independently maintaining composure and competence under stressful situations. Demonstrate emotional health conducive to application of intellect and sound judgment. Accept constructive criticism & respond by appropriate modifications. Accept responsibility for own actions as an emotionally mature individual. Demonstrate respect for patients and healthcare team members. Present professional appearance.	
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Disability Services Statement

The College has a legal obligation to provide appropriate accommodations for students with documented disabilities. If you have a disability and are seeking accommodations, you should contact the Disability & Counseling Services Office (G128; 506-4130) and notify your course instructor of your special needs, as appropriate. Student should initiate this process as soon as possible (prior to the start of classes and/or field experience).