

ESSENTIAL FUNCTIONS

Before official enrollment in MLT Program courses, students must present both a physician's statement and a personal statement to verify that they can fulfill all of the essential functions listed below.

Physical Requirements:

1. Visual acuity must be sufficient and adequate to allow the student to:
 - a. differentiate color changes during the performance of laboratory procedures. Total color-blindness would interfere with performance in many areas of the laboratory. The college will assume responsibility for this testing as required by the Tennessee Medical Laboratory Board.
 - b. identify and distinguish objects macroscopically and microscopically.
 - c. demonstrate coordinated ocular motor function. This is critical in the use of a binocular microscope.
 - d. observe a patient's condition during phlebotomy procedures.
 - e. read laboratory instrument and technical procedure manuals, standard operating procedures, patients' charts, and other pertinent materials for patient care and professional practice.
 - f. read charts, graphs, and instrument scales/readout devices.

2. Motor functions must be adequate to permit the student to be able to:
 - a. perform venipuncture at a patient's bedside or at other designated locations. This task requires coordinated use of both hands for success in specimen collection and surety of the safety of the patient and the phlebotomist.
 - b. lift medical laboratory equipment, tools and supplies (up to 20 lbs.) and move them (up to 65 lbs.).
 - c. possess sufficient eye-motor coordination to allow delicate manipulation of medical laboratory instruments, equipment and tools, in a manner consistent with standards of current laboratory practice (at a minimum, average coordination and manual dexterity).
 - d. sit in a fixed position for a minimum of one to two hours at a time.
 - e. grasp and release small objects (e.g., test tubes, pipette tips, microscope slides and coverslips); twist and turn dials/knobs (e.g., on microscopes, balances, centrifuges, spectrophotometers); manipulate other laboratory materials (e.g., reagents, manual and automated pipettes).
 - f. move freely from one location to another in physical settings such as the clinical laboratory, patient care areas, corridors and elevators.

3. The student should possess a sense of touch and temperature discrimination.

Communication Skills:

The student shall:

1. demonstrate verbal and nonverbal skills adequate for transmitting information to patients and other health care workers.
 - a. communicate effectively in written and spoken English.
 - b. comprehend and respond to both formal and colloquial English - person to person, by telephone, in writing.
 - c. appropriately assess nonverbal and verbal communication.
2. possess adequate hearing for communication skills with patients and other health care workers.

Professional and Application Skills:

The student should be able to:

1. follow written and verbal directions.
2. possess and apply mathematical skills.
3. work under time constraints.
4. prioritize requests and work concurrently on at least two different tasks.
5. maintain alertness and concentration during a normal work period.
6. apply knowledge, skills and values learned from course work and life experiences to new situations.
7. work safely with potential chemical, radiologic and biologic hazards using universal precautions.
8. utilize critical thinking skills in order to make clinical judgments.

Valuing Skills:

The student shall:

1. show respect for self and others.
2. project an image of professionalism including appearance, dress, and confidence.

Stability:

The student shall:

1. possess the psychological health required for full utilization of abilities.
2. recognize emergency situations and take appropriate actions.

Students who are not able to fulfill these essential functions may enroll in MLT courses if reasonable accommodations or modifications can be made to assist in instruction and expected student performance. Such students must make a request for such special accommodations or modifications, in writing, to the program director by June 19, 2009. Reasonable accommodations and modifications will be provided if deemed possible by program officials.