



Danbury Hospital

SCHOOL OF MEDICAL TECHNOLOGY

ESSENTIAL FUNCTIONS

Essential functions, as distinguished from academic standards, refer to those physical, cognitive and behavioral abilities required for satisfactory completion of all aspects of the curriculum, as well as the development of professional attributes required by the program officials and clinical faculty of all students upon graduation. These essential functions are in the following areas: motor, sensory, communication, intellectual (conceptual, integrative and quantitative abilities for problem solving) and the behavioral and professional aspects of the performance of a clinical laboratory scientist. The essential functions consist of minimal physical, cognitive and emotional requirements to provide reasonable assurance that students can complete the entire course of study and participate fully in all aspects of clinical training.

The School of Medical Technology is committed to the principle of equal opportunity and opposed to discrimination of any form; however, it is important to recognize that the affiliation agreements with colleges and universities bind the School to do everything reasonable to ensure that its graduates become fully competent practitioners. Acquisition of competence is a lengthy and complex process that will be compromised by significant limitations on the student's ability to participate fully in the spectrum of experiences provided in the clinical laboratory setting.

In general, the clinical laboratory science student must have functional use of the somatic senses, responding to both external and internal stimuli, and of the senses of vision and hearing. The student must have adequate motor capabilities to negotiate situations in which the senses would be employed. The student must be able to integrate data and directions acquired via the senses. Although some compensation for these deficiencies is available through technology, such compensation should not preclude the student's ability to act reasonably independent of others. The School is committed to the principle of equal opportunity and adheres to the Hospital's nondiscriminatory policies. When requested, the School will provide reasonable accommodation to otherwise qualified students with disabilities through the Hospital's affirmative action program.

The following essential functions are identified as necessary requirements that must be met by all students in order to successfully complete the program and ensure entry-level competence and professional practice.

A. Observational Skills (use of visual, auditory and somatic senses)

The student must be able to:

1. directly observe laboratory demonstrations in which human blood and other body fluids are analyzed for their components.
2. characterize biological specimens, laboratory reagents, and laboratory test results by physical characteristics such as color, clarity, odor and viscosity.
3. employ a clinical microscope to discriminate among fine structural and color differences (hue, intensity and shading) of microscopic preparations.
4. read and comprehend text, numbers and graphs displayed in print and on video display monitors.

B. Motor Function Skills (physical motor skills, tasks or responses)

The student must be able to:

1. move freely and safely about the clinical laboratories.
2. reach laboratory bench tops, shelves, patients lying on hospital beds or seated in specimen collection chairs.
3. perform moderately taxing, continuous physical work, often requiring prolonged sitting or standing over several hours.
4. maneuver equipment required to safely collect laboratory specimens.
5. operate laboratory equipment (i.e., pipettes and other laboratory glassware, inoculating loops, microscopes, centrifuges, instrumentation, etc.).
6. use an electronic keyboard to operate laboratory instruments, to calculate, record, evaluate and transmit laboratory information, and to utilize word processing and other necessary computer functions.

C. Communication Skills

(oral and written communication in Standard English language)

The student shall be able to:

1. read and comprehend technical, educational and professional materials, including laboratory policies and procedures, instructional manuals, technical manuals, textbooks and other reference materials used in the laboratory.
2. follow verbal and written instructions in order to correctly and independently perform laboratory procedures.
3. instruct other health care providers regarding technical requirements for laboratory tests (e.g., specimen requirements, patient preparation, etc.).
4. effectively and sensitively communicate with patients regarding laboratory tests.
5. maintain strict confidentiality in communications with patients, physicians and other health care professionals regarding laboratory results or other patient information.
6. communicate effectively with faculty, staff and other health care professionals both verbally and in writing.
7. independently prepare laboratory reports, papers or other written assignments required in the program.
8. complete examinations provided in paper format, computer-assisted format and laboratory practical format.

D. Intellectual Skills (conceptual, integrative, quantitative skills)

The student must be able to:

1. demonstrate the cognitive abilities necessary to master relevant content in the clinical laboratory courses at a level deemed appropriate by the faculty.
2. comprehend, analyze, integrate and synthesize clinical information or data as it relates to laboratory tests and procedures.
3. accurately perform mathematical calculations or data extrapolations necessary to complete laboratory tests.
4. develop logical reasoning and decision-making skills appropriate to the practice of clinical laboratory science.
5. exercise sufficient judgment to recognize and correct deviations in performance.

E. Behavioral/Social Skills (responsibility, integrity, professionalism)

The student must:

1. be able to manage the use of time and prioritize activities in order to complete professional and technical tasks within realistic constraints.
2. possess the emotional health necessary to effectively employ intellect and exercise appropriate judgment.
3. be able to provide professional and technical services while experiencing everyday workplace and environmental stresses present in the clinical laboratory (i.e. STAT orders, noise levels, complex visual stimuli).
4. be flexible and creative when adapting to technical and professional changes in the laboratory.
5. recognize potentially hazardous materials, equipment and situations and proceed safely in order to minimize risk of injury to patients, self, and coworkers.
6. support and promote the activities of fellow students and of health care professionals to promote a team approach to learning, problem solving and overall patient care.
7. be honest, compassionate, ethical and responsible.
8. be forthright and forthcoming about errors or uncertainty.
9. be able to critically evaluate one's own performance, accept constructive criticism and look for ways to improve performance.



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Acknowledgement of Acceptance of Essential Functions

I certify with my signature that:

- I have been given a copy of the attached Essential Functions required of all students in the Danbury Hospital School of Medical Technology.
- I have read and understand the attached Essential Functions.
- I accept these Essential Functions and I will be capable of meeting them if I am accepted into the program.

Candidate's Signature

Printed Name

Date