

Essential Functions or Technical Standards

Technical Standards are the essential non-academic requirements of the program that a student must be able to perform in order to successfully participate in the MLT program and become employable. For individuals with documented disabilities, reasonable accommodations will be provided on an individual basis but will need to be able to perform these tasks independently. Program participants will not be discriminated based upon race, creed, color, gender, age, marital status, national origin, or physical or mental disability, providing mandatory standards can be met.

Visual Skills: A student in the MLT program must possess sufficient visual skills to accurately perform and aid in the interpretation of laboratory assays, including the ability to:

- Read calibration lines on pipettes and laboratory instruments that are one millimeter apart.
- Distinguish between solutions that are clear, opaque or particulate in test tubes and/or on glass slides.
- Identify stained and unstained cellular components in the range of one-micrometer using a binocular bright-field microscope.
- Differentiate color reactions.
- Be able to easily distinguish between numbers (computer screen and printed)

Motor Function: A student in the MLT program must possess adequate movement skills to perform a variety of laboratory assays, including the ability to:

- Move safely and freely in the laboratory.
- Perform moderately difficult and repetitive tasks continuously, often with prolonged sitting or standing over the course of several hours.
- Perform phlebotomy and other non-blood specimen collection from patients safely.
- Operate laboratory instrumentation during specimen analysis and perform maintenance and calibration procedures.
- Navigate the laboratory information systems (LIS) to input patient information and report results.

Cognitive Skills: A student in the MLT program must possess intellectual skills that enable him/her to:

- Comprehend written procedures, measure, problem solve, perform mathematical calculations, reason, integrate, and analyze information.
- Utilize judgment and reasoning skills to recognize, evaluate, and troubleshoot errors as they occur.
- Retain a sequence of steps and go through a sequence of steps unassisted.

Communication Skills: A student in the MLT program must be able to:

- Read, write, and communicate by using the English language effectively.
- Effectively interface with customers, co-workers, physicians, and administrators: practice good hospitality habits and communication skills.
- Prioritize actions during an emergency, seek needed assistance and attempt to prevent undesirable secondary effects.

Affective or Behavioral Requirements: The student must be able to:

- Demonstrate time management skills to prioritize and complete tasks within realistic constraints.
- Demonstrate stress management skills to adapt to uncertain situations such as ambiguous test ordering, emergent demands-"stat" test orders, distracting environment-high noise levels, crowding, complex visual stimuli.
- Work with biological samples.
- Maintain honest behavior at all times.
- Respect patients, peers, and faculty.
- Comply with established professional ethics.
- Accept responsibility for own actions.
- Remain receptive to change.
- React to life threatening situations in an appropriate manner and according to established policies and procedures.
- React WITHOUT impulsiveness, belligerence, and argumentative or intrusive behavior.

The National Accrediting Agency for Clinical Laboratory Science requires specific technical standards to be defined and published for students. Please sign this form to indicate that you have read and understood the program technical standards and believe that you can meet them.

Student Signature_____

Date_____