

Copiah-Lincoln Community College

Essential Functions for Medical Laboratory Technology

The following Essential Functions provide descriptions of basic cognitive, sensory, affective, and psychomotor requirements for successful Medical Laboratory Technology Program completion. Applicants and students who cannot meet one or more of the requirements will be considered on an individual basis in terms of whether reasonable modification/accommodation can be made. Reasonable accommodations will be examined in accordance with the Americans with Disabilities Act (ADA) as well as the Essential Functions for Admission and Progression.

In order to successfully complete the Medical Laboratory Technology, an applicant/student must be able to do the following:

Essential Observation Functions

The MLT student must be able to:

- Observe laboratory demonstrations in which biological (i.e., body fluids, culture materials, and cellular specimens) are tested for their biochemical, hematological, immunological, microbiological, and histochemical components.
- Characterize the color, odor, clarity, and viscosity of biologicals, reagents, or chemical reaction products. Employ a clinical grade binocular microscope to discriminate among the structural and color (hue, shading, and intensity) differences of microscopic specimens. (Visual acuity to discern colors.)
- Read and comprehend text, numbers, and graphs displayed in print and on a video monitor.

Essential Movement Functions

The MLT student must be able to:

- Move freely and safely about a laboratory.
- Reach laboratory bench tops and shelves, patients lying in hospital beds or patients seated in specimen collection furniture.
- Travel to numerous clinical laboratory sites for practical experience.
- Perform moderately taxing continuous physical work, often requiring prolonged sitting, over several hours.
- Maneuver phlebotomy and culture acquisition equipment to safely collect valid laboratory specimens from patients.
- Control laboratory equipment (i.e. pipettes, inoculating loops, test tubes) and adjust instruments to perform laboratory procedures.
- Use an electronic keyboard to operate laboratory instruments and to calculate, record evaluate, and transmit laboratory information.

Essential Communication Functions

The MLT student must be able to:

- Read and comprehend technical and professional materials
- Follow verbal and written instructions in order to correctly and independently perform laboratory test procedures
- Clearly instruct patients prior to specimen collection.
- Effectively, confidentially, and sensitively converse with patients regarding laboratory tests.
- Communicate with faculty members, fellow students, staff, and other health care professionals verbally and in a recorded format
- Independently prepare papers, prepare laboratory reports, and take paper, computer, and laboratory practical examinations.

Essential Intellectual Functions

The MLT student must be able to:

- Possess these intellectual skills: comprehension, measurement, mathematical calculation, reasoning, integration, analysis, comparison, self-expression, and criticism.
- To exercise sufficient judgment to recognize and correct performance.

Essential Behavioral Functions

The MLT student must:

- Be able to manage the use of time and be able to systematize actions in order to complete professional and technical tasks with realistic constraints.
- Possess the emotional health necessary to effectively employ intellect and exercise appropriate judgment.
- Be able to provide professional and technical services while experiencing the stresses of task-related uncertainty and a distracting environment.
- Be flexible and creative and adapt to professional and technical change.
- Recognize potentially hazardous materials, equipment, and situations and proceed safely in order to minimize risk of injury to patients, self, and nearby individuals.
- Adapt to working with unpleasant biologicals.
- Support and promote the activities of fellow students and of health care professionals.
- Realize that promotion of peers helps furnish a team approach to learning, task completion, problem solving and patient care.
- Be honest, compassionate, ethical and responsible.
- Be forthright about errors or uncertainty.
- Be able to critically evaluate his/her own performance, **accept constructive criticism**, and look for ways to improve.
- Be able to evaluate the performance of fellow students and tactfully offer constructive comments.
- Be able to show respect for individuals of different age, ethnic background, religion, and/or sexual orientation.
- Be able to exercise independent judgment and accept responsibility for own work.

In addition, the student must follow all established policies and procedures of the program and clinical affiliate sites.

I understand the Essential Functions and feel that I can achieve the Essential Functions described above for the Medical Laboratory Technology Program.

PLEASE CHECK:

_____ I do not require special accommodations for the above Essential Functions requirements.

_____ I will need the following accommodations to meet the above Essential Functions.

Please list: _____

Signature _____ Date _____