ESSENTIAL REQUIREMENTS

For Admission and Retention

Policy

Admission and retention decisions for Medical Laboratory Technology (MLT) program candidates and students, respectively, are based not only on satisfactory academic achievement, but also on non-academic factors that serve to assure that the candidate or student can complete the essential function of the academic program required for graduation.

Program

Essential requirements, as distinguished from academic standards for admission and retention in the MLT Program, consist of the minimum physical, cognitive, and behavioral requirements which must be met, with or without reasonable accommodations, to provide reasonable assurance that students can participate fully in all aspects of training, complete the entire course of study and develop the professional attributes required by the faculty of all the students at graduation.

In addition to its responsibility to students, the College has a responsibility for the safety of patients with whom the student will come in contact. Patient safety is therefore a major concern for establishing essential requirements for physical, cognitive, and behavioral capabilities for admission and retention purposes.

The College remains committed to the principle of equal opportunity and does not discriminate on the basis of race, color, creed, religion, national origin, gender, sexual orientation, age, marital status or disability. When requested, the College will provide reasonable accommodations to otherwise qualified students with disabilities.

The essential requirements that follow have been developed in compliance with Section 504 of the Rehabilitation Act. 29 U.S.C.A. Section 794, the Americans with Disabilities Act (PL101-336) and with the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS).

Physical requirements

Sensory

- The student must have good visual acuity, corrected or uncorrected, as well as accurate color discrimination, both macroscopically and microscopically. An example of accurate color discrimination is the satisfactory differentiation of white blood cell morphology based on staining reactions.
- The student must have functional use of the sense of hearing. Compensation through technology is acceptable.
- The student must have adequate tactile discrimination, such as that required to discern veins in the performance of venipunctures.

Observational Skills

- The student must have the ability to observe and acquire information through the visual, auditory and somatic senses, in a variety of arenas, to include the lecture hall, instructional and clinical laboratories, the clinic and the patient's bedside.

Motor Skills

- The student must have sufficient upper body muscle coordination to safely and accurately practice specimen procurement, processing, and analysis.
- The student must have sufficient manual dexterity in order to perform detailed, delicate manipulations using thumb/hand/wrist movements or hand/arm movements.
- Examples of such manipulations include:

    1. Use of a rubber bulb to draw liquid into a calibrated pipette, and use of a gloved finger to control release of liquid to within 1 mm of a fixed point on the pipette.
    2. Isolation of bacteria by smoothly moving a wire loop over the surface of an agar plate without leaving the agar surface and without cutting into the agar.
    3. Phlebotomy (venipuncture) or capillary puncture.
    4. Preparation and reading of microscopic slides.
    5. Handling test tubes, other glassware and laboratory equipment; and, operating laboratory instrumentation.
    6. Use of a keyboard and computer, as well as writing reports.

- The student must be able/willing to work with blood and body fluids as well as infectious organisms.
- The student must be able/willing to work with a wide variety of laboratory chemicals.

Mobility and Stamina

- The student must have sufficient mobility for the bending, stooping, and twisting necessary in manipulating equipment, operating instruments, accessing supplies, and approaching patients.
- The student must possess the stamina to physically tolerate lengthy periods, (such as an 8-hour day), of physical activity to include moving quickly and at times, continuously.

Cognitive Requirements

- The student must be able to effectively read, write, and speak English, so as to communicate with faculty, students, patients, physicians, and other members of the health care team. The student must be able to communicate information on patient status with accuracy and thoroughness in a timely manner.
- The student must be able to follow oral and written instructions correctly.
- The student must have the ability to make a correct judgment in seeking supervisory help and consultation.
- The student must have the abilities necessary to master relevant content in basic science and clinical courses at a level deemed appropriate by the faculty. Examples of cognitive abilities required include ability to comprehend, memorize, analyze, and synthesize.

Behavioral Requirements

- The student must be able to perceive events realistically, think clearly and rationally, and function confidently.
- The student must posses the following attributes: empathy, integrity, responsibility, and the emotional stability to function effectively under stress including being able to:

  1. work under time constraints
  2. read and record numbers accurately
  3. perform repetitive tasks without error
  4. prioritize tasks and adapt to changing environments
  5. handle the stress associated with teaching situations

- The student must be able to project an image of professionalism and practice the principles of medical ethics.

- The student must have emotional stability required for full utilization of intellectual abilities and for handling workplace relationships, including acceptance of supervisory direction.

These essential functions identify the requirements for admission, retention, and graduation of applicants and students respectively.

Graduates are expected to be qualified to enter the field of Medical Laboratory Technology. It is therefore the responsibility of the student with disabilities to request those accommodations that he or she feels are reasonable and are needed to execute the essential requirements as described. If you have any questions about the process for requesting accommodations, please contact the Special Needs Coordinator at Des Moines Area Community College, Ankeny campus, at (515) 964-6850 or (515) 964-6809 (TTY), or the counseling and Advising offices on any campus for an *Application for Accommodations*. Students may also access these services at: http://www.dmacc.edu/student_services/disabilities.htm