

STUDENT'S NAME: _____
 (Last) (First) (Middle)

B: Essential Functions Necessary for the Medical Laboratory Technology Program

Applicants and students should be able to perform essential functions, or with reasonable accommodations (such as with the help of compensatory techniques and/or assistive devices), be able to demonstrate ability to be proficient in these essential functions.

For each row, write your **initials** in the "No" or "Yes" column as applicable. "No" means that you have no limitations in performing the function, and "Yes" means that you do have limitations completing the function. Note that some limitations may disqualify you from entering the MLT program as they are a requirement set by the Board of Certification Agency and/or the Accrediting Agency, and there are no reasonable accommodations available. Some limitations may be overcome via reasonable accommodations.

Please note that reasonable accommodations will only be granted if they are documented on this form and officially documented through the Office of Counseling and Career Services (Disability Services).

Essential Function	Technical Standard	Examples of Necessary Activities (Not all inclusive)	Limitations (initial)	
			No	Yes
Critical Thinking	Critical thinking ability sufficient for clinical judgment	Identify cause-effect relationships in clinical laboratory situations or with instrument responses; synthesize data; draw sound conclusions.		
Interpersonal Skills	Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural and intellectual backgrounds.	Establish rapport with patients and colleagues. Function (consult, negotiate, share) as part of a team.		
Communication Skills	Communication abilities sufficient for effective interaction with others. in spoken and written English	Use of professional oral and written communication while exhibiting self control and a positive attitude through one's body language. Document and interpret instructions. Listen attentively.		
Mobility	Physical abilities sufficient to move from room to room and maneuver in small spaces; full range of motion; manual and finger dexterity; and hand-eye coordination.	Move around in work area. Use pipettes to transfer fluids.		
Motor Skills	Gross and fine motor skills sufficient to provide safe health care delivery and operate equipment.	Use equipment and instruments with necessary dexterity.		
Visual Ability	Normal or corrected visual ability sufficient to perform laboratory procedures, ability to discriminate between subtle changes in density (black and grey) or a color at low light.	Observe instrument readings, reagent and reaction color. Read thermometer, chart, computer screen, digital printouts, labels and gauges.		
Tactile Ability	Tactile ability sufficient for vein palpations.	Perform palpation of vein for venipuncture.		
Olfactory Ability	Olfactory senses (smell) sufficient for maintaining environmental and patient safety.	Distinguish smells which are necessary for environmental safety (fire, acid, gas leaks).		
Professional Attitude and Demeanor	Ability to present professional appearance and implement measures to maintain ones own physical and mental health and emotional stability.	Work under stressful conditions. Be exposed to communicable diseases and contaminated body fluids. React calmly in emergency situations. Demonstrate flexibility. Show concern for others.		

Students requiring reasonable accommodations must **officially** contact the Office of Counseling and Career Services for students with disabilities. Their contact information for the Airport Campus is as follows: ASC 237, 803-822-3505, disability@midlandstech.edu, <https://www.midlandstech.edu/student-resources/disability-services>

Student ID Number _____

Student Signature _____

Date _____