

ESSENTIAL FUNCTIONS

Clinical Laboratory Science Program UND

Essential Functions represent the non-academic requirements of the program that all students must master to successfully participate in the program and become employable. All students, and therefore, all applicants are expected to:

- a. Vision: be able to read and interpret charts, graphs, and labels; read and interpret instrument panels and printouts, discriminate colors, hue, shading or intensity and clarity, read microscopic material and record results.
- b. Speech and Hearing: be able to communicate effectively and sensitively in order to assess non-verbal communication; adequately transmit information; follow verbal or written communication.
- c. Motor Functions: possess all skills necessary to carry out diagnostic procedures; manipulate tools, instruments and equipment; perform phlebotomy safely and accurately; travel to a clinical site for practical experience.
- d. Behavioral Requirements: possess the emotional health required for full utilization of applicant's intellectual abilities; be able to recognize emergency situations and take appropriate action.

- e. Physical Requirements: be able to complete fine repetitive hand movement; twist and bend; handle flammable and infective materials; handle hazardous chemicals and electrical equipment, lift 10 lbs.; maintain prolonged sitting or standing positions; maintain concentration with distracting noises and close proximity to fellow workers; tolerate unpleasant odors, work in building either above or below ground level; work in an environment without windows; and perform keyboarding.
- f. Critical Thinking: be able to appropriately perform complex interpretative testing.
- g. Professionalism: be able to maintain a professional attitude and appearance.

All students must read the essential functions and verify in a written document that they believe they can meet all of the requirements listed. The signed document will be kept in their CLS department file.

The written document to sign is included at the back of this handbook in Appendix XVII