

## NACC NURSING PROGRAM ESSENTIAL FUNCTIONS/ELIGIBILITY CRITERIA

The Alabama Community College System endorses the Americans with Disabilities Act. In accordance with college policy, when requested, reasonable accommodations may be provided for individuals with disabilities.

Physical, cognitive, psychomotor, affective, and social abilities are required in unique combinations to provide safe and effective nursing care. The applicant/student must be able to meet the essential functions/eligibility criteria with or without reasonable accommodations throughout the program of learning. Admission, progression, and graduation are contingent upon one's ability to perform the essential functions/eligibility criteria delineated for the nursing programs with or without reasonable accommodations. The nursing programs and/or its affiliated clinical agencies may identify additional essential functions/eligibility criteria. The nursing program reserves the right to amend the essential functions as deemed necessary.

In order to be admitted and to progress in the nursing program one must possess a functional level of ability to perform the duties required of a nurse or meet eligibility requirements. Admission or progression may be denied if a student is unable to perform the essential functions/eligibility criteria with or without reasonable accommodations.

The essential functions/eligibility criteria delineated are those deemed necessary by the Alabama Community College System nursing programs. No representation regarding industrial standards is implied. Similarly, any reasonable accommodations made will be determined and applied to the respective nursing program and may vary from reasonable accommodations made by healthcare employers.

The essential functions/eligibility criteria delineated below are necessary for nursing program admission, progression, and graduation and for the provision of safe and effective nursing care. The essential functions/eligibility criteria include but are not limited to the ability to:

### 1. Sensory Perception

- a) Visual
  - i) Observe and discern subtle changes in physical conditions and the environment
  - ii) Visualize different color spectrums and color changes
  - iii) Read fine print in varying levels of light
  - iv) Read for prolonged periods of time
  - v) Read cursive writing
  - vi) Read at varying distances
  - vii) Read data/information displayed on monitors/equipment
- b) Auditory
  - i) Interpret monitoring devices
  - ii) Distinguish muffled sounds heard through a stethoscope or other assistive technology
  - iii) Hear and discriminate high and low frequency sounds produced by the body and the environment
  - iv) Effectively hear to communicate with others
- c) Tactile
  - i) Discern tremors, vibrations, pulses, textures, temperature, shapes, size, location, and other physical characteristics
- d) Olfactory
  - i) Detect body odors and odors in the environment

### 2. Communication/ Interpersonal Relationships

- a) Effectively communicate and interact with others, from a variety of social, emotional, cultural, and intellectual backgrounds
- b) Work effectively in groups
- c) Work effectively independently
- d) Discern and interpret nonverbal communication
- e) Express one's ideas and feelings clearly
- f) Communicate with others accurately in a timely manner
- g) Obtain communication from a computer

### 3. Cognitive/Critical Thinking

- a) Effectively read, write, and comprehend the English language
- b) Consistently and dependably engage in the process of critical thinking in order to formulate and implement safe and ethical nursing decisions in a variety of health care settings
- c) Demonstrate satisfactory performance on written examinations including mathematical computations without a calculator
- d) Satisfactorily achieve the program objectives

### 4. Motor Function

- a) Handle or manipulate small delicate equipment/objects without extraneous movement, contamination, or destruction
- b) Move, position, turn, transfer, assist with lifting or lift and carry clients without injury to client, self, or others
- c) Maintain balance from any position
- d) Maneuver in small/tight spaces

- e) Push/pull heavy objects without injury to client, self, or others
- f) Coordinate hand/eye movements
- g) Stand, sit, bend, walk or otherwise move about for 6-12 hours in a clinical setting performing physical activities requiring physical energy without jeopardizing the safety of the client, self, or others
- h) Walk without a cane, walker, or crutches
- i) Function with hands free for nursing care and transporting items
- j) Transport self and client with or without the use of electrical devices
- k) Flex, abduct and rotate all joints freely
- l) Respond rapidly to emergency situations
- m) Perform daily care functions for the client
- n) Coordinate fine and gross motor hand movements to provide safe effective nursing care
- o) Calibrate/use equipment
- p) Execute movement required to provide nursing care in all health care settings
- q) Perform CPR and physical assessment
- r) Operate a computer

**5. Professional Behavior**

- a) Convey caring, respect, sensitivity, tact, compassion, empathy, tolerance, and a healthy attitude toward others
- b) Demonstrate a mentally healthy attitude that is age appropriate in relationship to the client
- c) Handle multiple tasks concurrently
- d) Perform safe, effective nursing care for clients in a caring context
- e) Understand and follow the policies and procedures of the College and clinical agencies
- f) Understand the consequences of violating the student code of conduct
- g) Perform all duties safely and understand one is subject to discipline for willful violation of safety standards
- h) Meet qualifications for licensure by examination as stipulated by the Alabama Board of Nursing
- i) Pose no direct threat to self or others
- j) Understand that hostile and threatening behaviors toward others is unacceptable and is subject to discipline up to and including dismissal from the nursing program
- k) Function effectively in situations of uncertainty and stress inherent in providing nursing care
- l) Adapt to changing environments and situations
- m) Remain free of chemical dependency
- n) Report promptly to clinicals and remain for 6-12 hours on the clinical unit
- o) Provide nursing care in an appropriate time frame
- p) Accept responsibility, accountability, and ownership of one's actions
- q) Seek supervision/consultation in a timely manner
- r) Examine and modify one's own behavior when it interferes with nursing care or learning

**STUDENT STATEMENT**

*Read the declarations below and sign only one option. If you are unable to fully meet any criterion, you will need to direct your request to Riley Holland, ADA Coordinator, Northeast Alabama Community College.*

\_\_\_\_\_ I have reviewed the Essential Functions/Eligibility Criteria for this program, and I certify that to the best of my knowledge – **I am currently able to fully perform these functions and meet these criteria.** I understand that further evaluation of my ability may be required by the nursing faculty if deemed necessary to evaluate my ability prior to admission to the program and for retention and/or progression through the program.

\_\_\_\_\_ I have read the Essential Functions/Eligibility Criteria for this program, and **I am currently unable to fully perform these functions and meet these criteria indicated without accommodations.** I am requesting the following reasonable accommodations: (Use additional sheet for request).

Signature \_\_\_\_\_ Date \_\_\_\_\_

**MEDICAL VERIFICATION**

Can this person sufficiently perform the Essential Functions and meet the Eligibility Criteria required for the classroom and clinical duties of a nursing student in all categories listed above?

YES \_\_\_\_\_ NO \_\_\_\_\_ If no, please explain (use additional sheet if needed.)

\_\_\_\_\_  
**MD/DO/PA/CRNP Signature and Credentials**      **Date**

\_\_\_\_\_  
**Printed Name**