

## ESSENTIAL ELIGIBILITY CRITERIA

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

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

To be admitted and to progress in the medical laboratory technology program one must possess a functional level of ability to perform the duties required of a medical assistant. Admission or progression may be denied if a student is unable to demonstrate the essential eligibility criteria with or without reasonable accommodation.

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

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

- Sensory Perception
  - Visual
    - Observe and discern subtle changes in physical conditions and the environment
    - Visualize different color spectrums and color changes
    - Read fine print in varying levels of light
    - Read for prolonged periods of time
    - Read cursive writing
    - Read at varying distances
    - Read data/information displayed on monitors/equipment

- Auditory
  - Interpret monitoring devices
  - Hear and discriminate high and low frequency sounds produced by the environment
  - Effectively hear to communicate with others
- Tactile
  - Discern tremors, vibrations, pulses, textures, temperature, shapes, size, location and other physical characteristics
- Olfactory
  - Detect body odors and odors in the environment
- Communication/ Interpersonal Relationships
  - Verbally and in writing, engage in a two-way communication and interact effectively with others, from a variety of social, emotional, cultural and intellectual backgrounds
  - Work effectively in groups
  - Work effectively independently
  - Discern and interpret nonverbal communication
  - Express one's ideas and feelings clearly
  - Communicate with others accurately in a timely manner
  - Obtain communications from a computer
- Cognitive/Critical Thinking
  - Effectively read, write and comprehend the English language
  - Consistently and dependably engage in the process of critical thinking in order to formulate and implement safe and ethical decisions in a variety of health care settings
  - Demonstrate satisfactory performance on written examinations including mathematical computations without a calculator
  - Satisfactorily achieve the program objectives
- Motor Function
  - Handle small delicate equipment/objects without extraneous movement, contamination, or destruction
  - Move, position, turn, transfer, assist with lifting or lifting and carry clients without injury to clients, self or others
  - Maintain balance from any position
  - Stand on both legs
  - Coordinate hand/eye movements
  - Push/pull heavy objects without injury to client, self or others
  - Stand, bend, walk and/or sit for 6-12 hours in a clinical setting

performing physical activities requiring energy without jeopardizing the safety of the client, self or others

- Walk without a cane, walker or crutches
- Function with hands free for client care and transporting items
- Transport self and client without the use of electrical devices
- Flex, abduct and rotate all joints freely
- Respond rapidly to emergency situations
- Maneuver in small areas
- Perform daily care functions for the client
- Coordinate fine and gross motor hand movements to provide safe effective care
- Calibrate/use equipment
- Execute movement required to provide client care in all health care settings
- Operate a computer
- Professional Behavior
  - Convey caring, respect, sensitivity, tact, compassion, empathy, tolerance and a healthy attitude toward others
  - Demonstrate a mentally healthy attitude that is age appropriate in relationship to the client
  - Handle multiple tasks concurrently
  - Perform safe, effective care for clients in a caring context
  - Understand and follow the policies and procedures of the College and clinical agencies
  - Understand the consequences of violating the student code of conduct
  - Understand that posing a direct threat to others is unacceptable and subjects one to discipline
  - Meet qualifications for the medical laboratory technology certification examination.
  - Not to pose a threat to self or others
  - Function effectively in situations of uncertainty and stress inherent in providing client care
  - Adapt to changing environments and situations
  - Remain free of chemical dependency
  - Report promptly to clinical and remain for 6-12 hours on the clinical unit
  - Provides client care in an appropriate time frame
  - Accepts responsibility, accountability, and ownership of one's actions
  - Seeks supervision/consultation in a timely manner
  - Examine and modify one's own behavior when it interferes with client care or learning

Upon admission, an individual who discloses a disability can request reasonable accommodation. Individuals will be asked to provide documentation about the disability of assisting with the provision of appropriate reasonable accommodation. Northeast Alabama Community College will provide reasonable accommodation but is not required to substantially alter the requirements or nature of the program or provide accommodations that inflict an undue burden on the college. To be admitted one must be able to fulfil all the essential eligibility criteria with or without reasonable accommodation. If an individual's health changes during the program of learning, so that the essential eligibility criteria cannot be met with or without reasonable accommodations, the student will be withdrawn from the medical laboratory technology program. The medical laboratory technology faculty reserves the right at any time to require an additional medical examination at the student's expense to assist with the evaluation of the student's ability to perform the essential eligibility criteria.

Requests for reasonable accommodations should be directed to the college's ADA Coordinator, Ms. Riley Holland: [hollandr@nacc.edu](mailto:hollandr@nacc.edu)