

ESSENTIAL FUNCTIONS FOR PHLEBOTOMY STUDENTS

The Essential Functions have been established as a tool for realistically informing students of the minimum requirements needed, with or without reasonable accommodation to successfully participate in the Program.

In order to be admitted into the Program, the phlebotomy applicant must be able to meet the following essential functions:

I. PHYSICAL REQUIREMENTS

The phlebotomy student must possess:

- a. Sufficient hearing to:
 - Monitor and assess patient needs
 - Independently communicate with patients, colleagues, and other health care practitioners in person and over the telephone
- b. Speaking:
 - Must be able to communicate clearly in person and over the telephone in English
- c. Writing:
 - Must be able to accurately document pertinent information either by writing or typing
- d. Adequate vision to:
 - Perform phlebotomy procedures
 - Actively participate in all classroom activities, laboratory exercises, and clinical experiences
 - Read information from printed sources and computer screens
- e. Physical stamina:
 - To work long periods of time (up to 8 hours) at tasks that demand walking, bending, standing, and sitting.
 - Students may occasionally be required to crouch, squat, kneel, balance, pull with force, reach above head, reach above shoulder, push/pull (up to 350 lbs.), lift from floor level up, lift from waist level up, lift above shoulders/head, lift 50 lbs. maximum and frequent lifting and/or carrying of objects weighing up to 25 lbs. Ability to lift, push, pull with assistance (mechanical or co-worker) the weight of the average patient.
- f. Sufficient eye-hand coordination and manual dexterity to:
 - Safely perform phlebotomy techniques
 - Manipulate and operate equipment necessary for laboratory work such as centrifuges and point of care instruments
- g. Emotional stability sufficient to:
 - Perform phlebotomy procedures with speed and accuracy in changing, distracting, and/or stressful situations
 - Tolerate taxing workloads and perform multiple tasks
 - Calmly react to urgent situations
- h. Professional attitude:
 - Able to present a professional appearance
 - Show empathy and concern for others
 - Maintain standards of ethics

II. PHYSICAL ENVIRONMENT

Laboratory work involves risks that require safety precautions. The phlebotomy student will be working with sharps, and infectious/biohazardous materials. The phlebotomy student may be exposed to blood borne pathogens, communicable diseases, hazardous chemicals, high noise levels, moving mechanical parts, and x-ray/electromagnetic energy.

The phlebotomy student must be able to:

- Recognize potentially hazardous materials, equipment, and situations and proceed safely to minimize risk to self or others
- Use personal protective equipment or clothing such as gloves, impervious gowns, masks, and face shields
- Be in sufficient health that participation in program activities does not endanger self or others