

**Southeast Community College**  
**Medical Laboratory Technology Program**  
**Technical Standards**  
**(Functional Abilities Essential for Medical Laboratory Technicians)**

The purpose of the Medical Laboratory Technology (MLT) Program is to educate students to meet the program outcomes and to ensure that no graduate will pose a danger to themselves, classmates, instructors, or patients. The MLT students will receive both classroom and clinical instruction in multiple laboratory areas (Phlebotomy, Clinical Chemistry, Hematology & Coagulation, Microbiology, Immunochemistry, and Transfusion Services) and will be required to demonstrate competency in each area.

In order to provide safe patient care and to ensure the safety of classmates, and instructors in the MLT program, the student must be able to demonstrate, with or without reasonable accommodation, physical, cognitive, and behavioral abilities required for satisfactory completion of all aspects of the program curriculum and clinical site requirements. Any applicant who has met the necessary academic prerequisites and can, with or without reasonable accommodation, meet and/or perform the Medical Laboratory Technology Program Technical Standards will be accepted for admission.

Students admitted to the MLT program gain experience in many settings that can be physically demanding, e.g., hospital laboratories, physician clinic laboratories, reference laboratories, and school settings. During each clinical experience, the MLT student is assigned to a laboratory area which may include working with hazardous and biohazardous material, and direct patient care. Students will be expected to adhere to the Health Insurance Portability and Accountability Act (HIPAA) of 1996 which safeguards patient confidentiality.

Transportation to and from health care facilities is the responsibility of the student.

**Please carefully read the Medical Laboratory Technology Program Technical Standards**

<b>Functional Ability</b>	<b>Standard (With or without reasonable accommodations, the student will demonstrate the following)</b>	<b>Examples of Required Activities</b>
Physical Endurance	Physical stamina sufficient to remain continuously on task for up to a 12- hour clinical shift while standing, sitting, moving, lifting, and bending to perform laboratory testing and patient care activities	<ul style="list-style-type: none"> <li>• Ability to move about the work area or be upright/seated for extended periods of time; perform laboratory testing while upright, moving from bench to bench, help position patients</li> </ul>
Physical Strength	Physical strength sufficient to perform full range of required laboratory testing and phlebotomy	<ul style="list-style-type: none"> <li>• Lift/move heavy objects</li> </ul>

<b>Functional Ability</b>	<b>Standard (With or without reasonable accommodations, the student will demonstrate the following)</b>	<b>Examples of Required Activities</b>
Gross Motor Skills	Gross motor skills sufficient to provide the full range of safe and effective patient care activities and to be able to move about freely and maneuver safely and effectively in a clinical laboratory	<ul style="list-style-type: none"> <li>• Move safely within confined spaces such as a clinical laboratory or a treatment room</li> <li>• Assist with physical tasks related to patient care (e.g., turning or lifting patients)</li> <li>• Ability to use hands or prosthetic devices with coordination</li> </ul>
Fine Motor Skills	Fine motor skills sufficient to perform manual psychomotor skills	<ul style="list-style-type: none"> <li>• Ability to manipulate small objects (e.g., pipettes, test tubes, needles, syringes)</li> <li>• Pipette small amounts of sample with accuracy</li> <li>• Perform phlebotomy using various methods (capillary puncture, syringe, evacuated tube method, winged collection set)</li> <li>• Use a microscope</li> </ul>
Mobility	Physical ability sufficient to maneuver in small spaces and move from room to room; full range of motion to twist/bend, stoop/squat, reach above shoulders and below waist and move quickly; manual and finger dexterity; and hand-eye coordination to perform laboratory activities and phlebotomy	<ul style="list-style-type: none"> <li>• Move around safely in laboratory work area and treatment areas</li> <li>• Position oneself in the environment to perform patient testing and phlebotomy without obstructing the position of the other team members or equipment</li> </ul>
Hearing	Auditory ability sufficient to perform laboratory testing and phlebotomy	<ul style="list-style-type: none"> <li>• Detect a ringing phone and communicate with other healthcare providers</li> <li>• Detect alarms (timers, instruments, fire alarms)</li> <li>• Recognize when assistance is needed</li> </ul>
Visual	Visual ability sufficient for accurate observation and performance of laboratory testing and patient care	<ul style="list-style-type: none"> <li>• Read small print on print-out tapes and instruments</li> <li>• Ability to perform laboratory testing that requires discriminating between colors</li> <li>• Ability to perform macroscopic analysis</li> <li>• Ability to see a single image in a microscope</li> <li>• See objects up close and far away</li> </ul>
Tactile	Tactile ability sufficient for performing laboratory testing and phlebotomy	<ul style="list-style-type: none"> <li>• Select veins for phlebotomy procedures</li> </ul>

<b>Functional Ability</b>	<b>Standard (With or without reasonable accommodations, the student will demonstrate the following)</b>	<b>Examples of Required Activities</b>
Smell	Olfactory ability sufficient to detect laboratory odor	<ul style="list-style-type: none"> <li>• Detect significant microorganisms from plates and containers</li> <li>• Detect smoke</li> </ul>
Emotional/Behavioral  Professional Attitudes and Interpersonal Skills	<p>Emotional stability and appropriate behavior sufficient to assume responsibility/accountability for actions</p> <p>Present professional appearance and demeanor; demonstrate ability to communicate with patients, supervisors, co-workers to achieve a positive and safe work environment. Follow instructions and safety protocols</p> <p>Honesty and integrity beyond reproach</p>	<ul style="list-style-type: none"> <li>• Establish rapport with patients, instructors and colleagues</li> <li>• Respect and care for persons whose appearance, condition, beliefs and values may be in conflict with their own</li> <li>• Deliver care regardless of patient's race, ethnicity, age, gender, religion, sexual orientation or diagnosis</li> <li>• Conduct themselves in a composed, respectful manner in all situations and with all persons</li> <li>• Work with teams and workgroups</li> <li>• Demonstrate emotional skills to remain calm and maintain professional decorum in an emergency/stressful situation</li> <li>• Demonstrate prompt and safe completion of all patient care responsibilities</li> <li>• Adapt rapidly to changing environment/stress</li> <li>• Exhibit ethical behaviors and exercise good judgment</li> </ul>
Communication	Oral communication skills sufficient to communicate in English with accuracy, clarity and efficiency with patients, their families and other members of the health care team, including non-verbal communication, such as interpretation of facial expressions, affect and body language	<ul style="list-style-type: none"> <li>• Process, comprehend and communicate patient and laboratory information effectively, legibly, and in a timely manner</li> <li>• Give and follow verbal directions to and from other members of the healthcare team and participate in health care team of discussions of patient care</li> <li>• Convey information to patients and others as necessary to teach, direct and counsel individuals in an accurate, effective and timely manner</li> <li>• Recognize and report critical patient information to other caregivers</li> </ul>
Conceptual/Spatial Abilities	Conceptual/spatial ability sufficient to comprehend three-dimensional and spatial relationships	<ul style="list-style-type: none"> <li>• Comprehend spatial relationships in order to properly perform phlebotomy and move around in a medical laboratory</li> </ul>

<b>Functional Ability</b>	<b>Standard (With or without reasonable accommodations, the student will demonstrate the following)</b>	<b>Examples of Required Activities</b>
Cognitive/Quantitative Abilities	Reading comprehension skills and mathematical ability sufficient to understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis, and synthesis	<ul style="list-style-type: none"> <li>• Collect data</li> <li>• Analyze, synthesize, and interpret patient and laboratory data</li> <li>• Transfer knowledge from one situation to another</li> <li>• Report/chart correct patient data</li> <li>• Accurately process information on physicians' orders, reagent containers, printed documents, flow sheets, graphic sheets, policy and procedure manuals and medical records</li> <li>• Monitor equipment calibrations and maintenance</li> </ul>
Clinical Reasoning	Ability to correlate a patient's laboratory results to their diagnosis and the ability to reason across time about a patient's changing laboratory results	<ul style="list-style-type: none"> <li>• Evaluate patient or instrument responses, synthesize data, and draw sound conclusions</li> </ul>
Flexibility	Adapt to Medical Laboratory Technology program course scheduling policy	<ul style="list-style-type: none"> <li>• Available to work the hours of an assigned schedule which could include any shift and any day of the week</li> </ul>