

**Vermont Technical College  
Department of Nursing**

## **Essential Functions of Students**

### **Introduction**

The Vermont Technical College Department of Nursing is committed to a policy of equal educational opportunity, and welcomes individuals with diverse backgrounds and abilities. The department therefore prohibits discrimination, including discrimination on the basis of disability. At the same time, all students in the department of nursing must be able to perform the essential clinical as well as academic requirements, as the overall curricular objectives are to prepare students to actually practice in their chosen fields. The purpose of this document is to ensure that all students entering the program know and understand the requirements, and can make informed decisions regarding their pursuit of this profession. Nursing students must be able to meet these standards either with or without reasonable accommodations. This document is subject to modification from time to time.

### **Basic Requirements**

The nature of the professions for which students in our department are being prepared necessitates the following requirements: the capacity to observe and communicate; sufficient gross and fine motor ability to perform physical diagnostic examinations and basic laboratory and clinical procedures; physical strength, dexterity, agility, and endurance; emotional stability to exercise good judgment and to work effectively in stressful situations; and intellectual ability to synthesize data and solve problems. If a student cannot perform each function in the manner described below, she or he will not necessarily be excluded from participating in the program, but will need to be able to perform all essential functions with or without reasonable accommodation. Efforts will be made by the program to arrange clinical experiences in environments where appropriate accommodations can be made; however, the availability of certain accommodations may be beyond the department's control.

### **College Support Offices**

Students with documented disabilities are eligible for reasonable accommodations which are arranged through the Learning Specialist. Students with learning, physical or psychological disabilities are encouraged to identify their disability to the Learning Specialist as early in the semester as possible, as the provision of accommodations may affect your academic performance.

### **Essential Functions for Nursing**

#### **Cognitive Functions – The student must be able to thoroughly, efficiently and reliably:**

1. recall, interpret, extrapolate and apply information from a variety of sources, including reading material, lecture, discussion, patient observation, examination and evaluation/assessment;
2. determine what data are needed to solve problems; and
3. analyze, synthesize and evaluate information from a variety of sources, including, for example, reading material, lecture, discussion, and patient evaluation/assessment.

**Affective Functions – The student must be able to:**

1. establish professional, trusting, empathetic relationships with a variety of individuals;
2. demonstrate respect and engage in non-judgmental interactions regardless of, for example, an individual's age, gender, race, socio-economic status, religion, life-style, and/or culture;
3. work effectively in groups;
4. meet externally established deadlines;
5. be an active and engaged learner in classroom, lab and clinical settings;
6. attend to cognitive, communication and psychomotor tasks for as long as three hours at a time within the academic environment, and as long as nine hours at a time within the clinical environment;
7. identify sources of stress and develop effective coping behaviors; and
8. recognize and respond appropriately to potentially hazardous situations.

**Communication Functions – The student must be able to:**

1. attend selectively and in a controlled and respectful manner to various types of communication, including the spoken and written word and non-verbal communication;
2. relay information in oral and written form effectively, accurately, reliably, thoroughly and intelligibly to individuals and groups, using the English language;
3. read English (typed and hand-written).

**Psychomotor Functions – The student must be able to:**

1. accurately and reliably inspect and observe the skin, facial expression, anatomical structures, posture and movement of others;
2. examine and evaluate/assess blood pressure, and lung and heart sounds;
3. accurately and reliably read equipment dials and monitors;
4. palpate pulses,
5. negotiate level surfaces, ramps and stairs to assist patients and classmates appropriately;
6. react and effectively respond quickly to sudden or unexpected movements of patients/classmates;
7. maintain activity throughout an eight to nine-hour work day;
8. transport self/patients from one room to another, from any combination of chair to bed to stretcher to standing, transport self from community to community, to and from agencies;
9. put on and take off clothing, including gowns, masks and gloves;
10. perform CPR;
11. exhibit sufficient manual dexterity and hand-eye coordination to effectively manipulate therapeutic or diagnostic materials or equipment and functions including but not limited to:
  - medication administration by mouth, injection, eye, ear, skin application
  - dressing changes, ostomy care, etc.
  - sterile procedures such as catheterization, suctioning, etc.
12. use adequate visual and tactile senses, exhibit the ability to perform all of the treatment procedures necessary to provide comprehensive nursing care, including palpating, auscultation, percussion and inspection.

**NOTE:** Students must read, sign and return page 3 for their file.

### **Essential Functions of Students and for Nursing**

I have read the information pertaining to the Essential Functions of Students and for Nursing. I understand that I am expected to be able to accomplish, with or without reasonable accommodations, the essential functions of the program to which I have been accepted. **I understand my rights with respect to such accommodations, and that if I seek such accommodations; it is my responsibility to disclose the disabilities for which I am seeking accommodations to the Student Support Services by contacting Robin Goodall, Learning Specialist at (802) 728-1278 or e-mail [rgoodall@vtc.edu](mailto:rgoodall@vtc.edu). Further information on Student Support Services may be found in the Student Handbook on the VTC website under Academic Resources.** I understand that once the Learning Specialist notifies the faculty of my need for accommodations, the nursing program in which I am enrolled will provide reasonable accommodations in the classroom and laboratory setting. In addition, efforts will be made to arrange clinical experiences where appropriate accommodations can be made; however, such accommodations in the clinical environment may be beyond the Department's control.

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Print Name

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Student Signature

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Date