



## **Clinical Laboratory Science Department**

# **ESSENTIAL FUNCTIONS**

The Essential Functions are those functions needed by a clinical laboratory scientist to effectively perform duties in a clinical laboratory setting. The clinical laboratory science student must be able to:

### **Observation**

- Use a binocular microscope to:
  1. Distinguish colors, shade, hue, size, and shape
  2. Distinguish small organisms from cellular material, debris, crystals, casts, and bacteria from each other
  3. Read and distinguish text, graphics, and numbers on a computer screen
  4. Observe performance of a test procedure by a clinical laboratory scientist

### **Movement**

- Move from one laboratory section to another with no difficulty
- Stand or sit for up to 8 hours at a time, to include designated break times
- Tolerate moderate mental stress associated with continuous, prioritized work
- Lift and/or move small and large objects weighing up to 25 pounds
- Reach laboratory benchtops, sinks, shelves, refrigerators, centrifuges, instruments and lying or sitting patients
- Use equipment to obtain a venous and capillary blood specimen
- Hold and control smaller pieces of laboratory equipment, and perform manipulation as needed
- Use a computer keyboard, manipulate tubing on instruments, turn dials, clean and adjust tabletop and stand-alone instruments

### **Communications**

- Effectively communicate with customers, patients, and other hospital staff in English-both orally and in writing
- Understand and follow written procedures, package inserts, standards, policies and other written instructions to perform test procedures accurately
- Talk to patients and physicians about laboratory and testing procedures
- Give clear directions to patients and physicians for specimen collection

### **Intellect**

- Report test results; troubleshoot instruments, methods and processes; analyze; synthesize; evaluate; assess; develop protocols and procedures; teach; interpret; correlate; follow safety procedures; follow procedures exactly, apply and comprehend
- Display emotional health and recognize behavioral problems; accept and implement constructive criticism for personal improvement
- Assess performance of peers and superiors and provide tactful, appropriate feedback

### **Behavior**

- Exercise integrity, responsibility, confidence, ethics, professionalism, dedication, and commitment

- Exercise proper responsibility and actions regarding safety. This includes avoiding unsafe situations, using personal protective equipment properly, disposing of biological and radioactive waste properly
- Use effective time management, organizational skills, and stress management skills to be a productive and valuable employee
- Be innovative, flexible, and adaptive to professional, organizational, and technical change
- Accept working with unpleasant patients, coworkers, reagents, and samples
- Be a team player; collaborate, support and promulgate activities with colleagues, superiors, and other healthcare personnel; adopt a team approach to patient care and problem solving
- Provide professional and technical services (including good judgment) timely and accurately in a moderately stressful environment. This stress includes: noise, distractions, test limitations, instrument malfunctions, and emergency test priorities
- Be courteous, pleasant, and adaptive when dealing with people on the telephone

Please sign this form to indicate that you read and understand the Essential Functions and that you believe you can meet them. If you are not sure you can meet these essential functions, or if there are future circumstances that you know may restrict your ability to meet these essential functions, please meet with the Program Director to discuss accommodation.

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
Date

**Winston-Salem State University  
Department of Disability Services**

**Accessibility Statement 2020-2022:**

Students with ADA-documented physical, sensory, psychological, emotional or medical impairments may be eligible for reasonable accommodations. Veterans may also be eligible for services. All accommodations are coordinated through the WSSU Department of Disability Services. You may contact the Department of Disability Services by email at [dds@wssu.edu](mailto:dds@wssu.edu). If you have registered in a previous semester, continuation is not automatic. Action is required on your part. Please contact [dds@wssu.edu](mailto:dds@wssu.edu) to continue your accommodations. Accommodations are not usually retroactive.