UND MEDICAL LABORATORY SCIENCE PROGRAM
ESSENTIAL FUNCTIONS

Essential Functions are the physical, behavioral and cognitive attributes of an individual that are necessary to be able to be successful in an academic or clinical laboratory setting. The following Essential Functions have been defined by the UND MLS Program:

1. Communication
   a. read, comprehend, and respond to English communications (including person-to person, telephone, electronic, and written forms) in an effective, respectful, and time-sensitive manner
   b. follow oral and written directions

2. Behavior and Professional Standards
   a. demonstrate emotional stability to function effectively under stress, remain flexible, and adapt to an environment that may change rapidly without warning and in unpredictable ways
   b. maintain consistent, positive work behaviors including initiative, preparedness, dependability, persistence, and follow-through
   c. project an image of professionalism through appearance, dress, hygiene, positive attitude, and body language
   d. demonstrate appropriate interpersonal behaviors while interacting with others during program-related occurrences, including but not limited to: courtesy and cooperation; receiving and responding to constructive feedback; respect and empathy; and non-threatening conduct
   e. abstain from use of illegal, prescription, over-the-counter, experimental, recreational, or other drugs that have a significant effect upon an individual’s judgment

3. Critical Thinking and Application
   a. demonstrate time management skills by completing assigned tasks within scheduled timeframe
   b. correlate principles to practice
   c. produce quality work with precision and accuracy in accordance with established protocol

4. Sensory Functions
   a. differentiate colors (hue, shading or intensity) and clarity
   b. read fine print including information displayed on orders, printouts, monitors, and equipment
   c. visually analyze specimens and reagents
   d. hear and respond to sounds produced in the laboratory environment

5. Motor/Physical Functions
   a. sit/stand for prolonged periods of time
   b. safely and accurately manipulate laboratory instrumentation and equipment
   c. be able to lift 10lbs