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## Essential Functions

Berkshire Community College seeks to provide equal access to its programs, services and activities for people with disabilities. Therefore, to the extent practicable, the College will endeavor to make a reasonable academic adjustment for an applicant with a disability who is otherwise qualified.

The Essential Functions of a student enrolled in the Practical Nurse Certificate program requires that the student, with or without reasonable accommodations, must be able to:

1. Demonstrate the ability to perform essential functions for a maximum of a 12-hour shift.
2. Demonstrate the ability to protect a patient when the patient is standing and ambulating on all surfaces with or without the use of assistive devices, including canes, crutches and walkers.
3. Demonstrate the ability to safely move a patient over 100 pounds from one surface to another using the appropriate level of help.
4. Demonstrate safe body mechanics in the process of all patient treatments, including lifting and carrying small equipment (under 50 pounds) and moving large equipment (over 50 pounds).
5. Demonstrate the ability to manipulate dials on equipment.
6. Demonstrate the ability to coordinate simultaneous motions.
7. Demonstrate the ability to perform occasional overhead extension.
8. Demonstrate the ability to hear blood pressure, heart and lung sounds with or without corrective devices.
9. Demonstrate the ability to palpate soft tissue including pulse, muscle and bones.
10. Demonstrate the ability to perform nursing interventions such as sterile procedures, dressing changes, follow infection control procedures and administer medications (including dosage calculations when necessary).
11. Display adaptability to change.
12. Establish effective relationships with others.
13. Communicate effectively, safely and efficiently in English by:
  - Explaining procedures
  - Receiving information from others
  - Receiving information from written documents
  - Exhibiting appropriate interpersonal skill (refer to ANA Code for Nurses)
  - Analyzing and documenting assessment findings and interventions
14. Distinguish color changes.
15. Detect an unsafe environment and carry out appropriate emergency procedures including:
  - a. Detecting subtle environmental changes and odors including but not limited to the smell of burning electrical equipment, smoke and spills.
  - b. Detect high and low frequency sounds, including but not limited to alarms, bells, and emergency signals.

These are the *Essential Functions of the Practical Nurse Certificate Program*. If there are any reasons why you may not be able to perform these functions with or without reasonable accommodations, you should notify the Program Director as soon as possible.

I have read and am aware of the policy regarding Essential Functions. I understand that if there are any reasons I cannot perform these functions, I must notify the Program Director to arrange reasonable accommodations or innovative assistance.

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

Student Name \_\_\_\_\_