



Policy and Procedure

SON OP 60.025 Essential Eligibility Requirements/Compliance with American Disabilities Act

PURPOSE To provide guidance to students and faculty about the necessary activities that a nursing student must be able to perform. This policy is complimentary to [HSCEP OP 77.14](#).

REVIEW The OP shall be reviewed by the Associate Dean of each even numbered year with recommendation for revision forwarded to the Dean or his/her designee of the School of Nursing for final approval.

POLICY/PROCEDURE

Guidelines for Students - American Disabilities Act

ADA Guidelines apply to all qualified disabled persons. A qualified disabled person is a person with a disability who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aides and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by a public entity **and** who can perform the “**essential functions**” of the position.

The following essential eligibility requirements for participation in the School of Nursing and examples of necessary activities (**NOT** all inclusive) should be used to assist each applicant/student in determining whether accommodations or modifications are necessary.

Standard	Some Examples of Necessary Activities (Not all inclusive)
Critical thinking abilities sufficient for clinical judgment.	Identify cause-effect relationships in clinical situations, develop nursing care plans.
Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds.	Establish rapport with patients/clients and colleagues.
Communication abilities sufficient for interaction with others in verbal and written form.	Explain treatment procedures, initiate health teaching, document and interpret nursing actions and patient/client responses.
Abilities sufficient to move from room to room and maneuver in small spaces.	Ability to effectively move around in patient's rooms, work spaces, and treatment areas. Ability to administer cardio-pulmonary procedures.
Abilities sufficient to provide safe and effective nursing care.	Calibrate and use equipment; position patients/clients.
Abilities sufficient to monitor and assess health needs.	Hears monitor alarm, emergency signals, auscultatory sounds and/or cries for help.
Abilities sufficient for observation and assessment necessary in nursing care.	Ability to observe patient/client responses
Abilities sufficient for physical assessment	Perform palpation, functions of physical examination and/or those related to therapeutic interventions (e.g., insertion of a catheter).