The following essential functional abilities will be necessary to successfully complete the Nursing Programs. In some cases, assessment and developmental courses may help students meet these standards. These essential functional abilities may be performed with or without reasonable accommodation. This information is provided to allow the students to assess their own capabilities.

For further information on the HCC Affirmative Action Policy and the Accessibility Accommodations Policy please refer to the current published HCC Student Handbook. In addition, please contact the Office for Students with Disabilities and Deaf Services (OSDDS) for disclosure requirements.

To ensure patient safety, students throughout the program must be able to demonstrate:

1. **Physical**
   - Help in positioning patients who may be comatose, paralyzed, or otherwise incapacitated, from wheelchairs and beds, stretchers and vice versa. This includes regular lifting, bending twisting, pulling and pushing of 40+ pounds.
   - Ability to use hands and arms in handling, installing, positioning, moving materials, and manipulating things. Frequently reaching above and below shoulder level, while holding objects.
   - Position, place and move equipment as needed.
   - Respond and monitor signals, alarms, and call lights.
   - Fine and gross motor ability to sufficiently perform psychomotor skills.

2. **Communicative**
   - Knowledge of the structure and content of the English language.
   - Active listening - giving full attention to what others are saying, taking time to understand the points being made.
   - Oral comprehension - the ability to listen and understand information and ideas presented through spoken words and sentences.
   - Speech clarity - the ability to speak clearly so others can understand you.
   - Speech recognition - the ability to identify and understand the speech of another person.
   - Written expression - the ability to communicate information and ideas in writing so others will understand.
   - Communicating with others - providing information to other healthcare professionals by telephone, in written form, e-mail, or in person.
   - Interacting with computers - using computers and computer systems including hardware and software.
   - Civility in class/lab/clinical/online/telephone - polite, respectful, professional behaviors exhibited.

3. **Cognitive**
   - Clinical decision making - gather, analyze and draw conclusions from data.
   - Control precision - demonstrate muscle dexterity necessary to do such tasks as gloving, gowning, performing physical assessment, performing psychomotor skills and operating controls on machinery.
   - Problem sensitivity - the ability to tell when something is wrong or is likely to go wrong.
   - Identify behaviors that would endanger a person's life or safety and intervene in a crisis situation appropriately.
   - Tactile sensitivity - determine by touch: hotness/coldness, wetness dryness, and hardness/softness.

4. **Emotional**
   - Dependability - requires being reliable, responsible and dependable, and fulfilling role obligations.
   - Integrity - requires being honest and ethical.
• Cooperation - requires being pleasant with others displaying a good natured, cooperative attitude.
• Self control - requires maintaining composure, keeping emotions in check, controlling anger and avoiding aggressive behavior even in very difficult situations.
• Concern for others - requires being sensitive to others’ needs and feelings.
• Initiative - requires a willingness to take on responsibilities and challenges.
• Stress tolerance - calmly and effectively participates in constructive dialogue in a variety of high stress situations.
• Adaptability/flexibility - requires the ability to manage unexpected events. United States Department of Labor in their Dictionary of Occupational Titles, Central Oregon Community College, Academic and Technical Standards.

Revised: Nsg. Dept 9/10/18