

UNIVERSITY OF NEBRASKA MEDICAL CENTER  
COLLEGE OF ALLIED HEALTH PROFESSIONS

CYTOLOGY PROGRAM

**ESSENTIAL FUNCTIONS**

**Policy**

The faculty in the Cytology Program have a responsibility for the welfare of the patients treated or otherwise affected by students enrolled in the program, as well as for the welfare of students in the Program. To fulfill this responsibility, the program has established minimum essential functions that must be met, with or without reasonable accommodation, in order to participate in the program and graduate. Discrimination is prohibited on the basis of race, color, sex, national origin, age, disability, marital status, religion or veteran status.

**Program**

Admission and retention decisions for the Cytology Program are based not only on prior satisfactory academic achievement, but also on non-academic factors which serve to insure the candidate can complete the essential functions of the academic program for graduation. Essential functions, as distinguished from academic standards, refer to those cognitive, physical, and behavioral abilities that are necessary for satisfactory completion of all aspects of the curriculum and for the development of professional attributes required by the faculty of each student at graduation.

The University of Nebraska Cytology Program curriculum requires essential abilities in information acquisition. The student must have the ability to master information presented in course work in the form of lectures, written materials, images and microscopic slide screening. Additionally, the student must have the cognitive abilities necessary to master relevant content in basic science and clinical courses at a level deemed appropriate by the faculty.

The student must be able to perform patient testing safely, accurately and timely. He or she must be able to distinguish and identify objects both macroscopically and microscopically.

The student must have sufficient upper body muscle coordination and adequate dexterity to handle body fluid specimens, biohazards, chemical hazards and instruments safely in order to prevent harm to self or others. He or she must be able to perform delicate manipulations on specimens, instruments and equipment (such as a microscope) sufficient to meet specifications for accuracy in diagnostic testing. He or she must be able to lift and move objects. He or she must have fine motor control skills to carry out technical procedures such as the use of a microscope.

The student must be able and willing to work with body fluids and with organisms that may be infectious. He or she must be able to work safely with a wide variety of chemical reagents.

Approximately 85 percent of each day is spent sitting and 15 percent is spent walking in an indoor setting. Lifting of up to 50 pounds of equipment or supplies is required. Frequent interaction with computer terminals and laboratory equipment is necessary, requiring interpretation of visual presentation on screen, repetitive hand movements and fine manipulation.

The student must possess the emotional stability required for full utilization of his or her intellectual abilities. He or she must be able to work accurately and safely under stress, e.g., work under time constraints, read and record numbers accurately, perform repetitive tasks, concentrate in distracting situations, and make subjective evaluations and decisions where mistakes may have a high impact on patient care. He or she must be able to adapt to changing environments and be able to prioritize tasks.

The student must be able to communicate effectively in verbal and written English in order to obtain and transmit information to patients and members of the health care team. The appropriate communication may also rely on the student's ability to make a correct judgment in seeking supervisory help and consultation in a timely manner.

The student must possess attributes that include integrity, responsibility and tolerance. He or she must show respect for self and others, work independently as well as with others, and project an image of professionalism.

These standards identify the requirements for admission, retention and graduation from the program. It is the responsibility of the student with disabilities to request those accommodations that he/she feels are reasonable and are needed to execute the essential functions described.

Any student who wishes to obtain further information regarding disability accommodations, please contact:

University of Nebraska Medical Center  
Accessibility Services Center (ASC)  
Student Life Center, Suite 2030  
Omaha, NE

Telephone: 402.554.2872  
Email: [unmcasc@unmc.edu](mailto:unmcasc@unmc.edu)