

## Essential Functions

In accordance with Technical College System of Georgia policy, reasonable accommodations will be provided upon request for individuals with disabilities. Health science programs require competencies across physical, cognitive, psychomotor, and affective domains to ensure safe and effective patient care.

- Students must demonstrate the ability to meet essential functions, with or without reasonable accommodation, throughout the program. Admission, progression, and completion are contingent upon the ability to perform these functions for the MLT program at Chattahoochee Technical College (CTC).
- The essential functions identified by the MLT program represent the minimum abilities required to perform program-related duties. Reasonable accommodations are determined within the context of the CTC MLT program and may differ from those provided by healthcare employers.

Domain	Description	Examples of Required Abilities
<b>Motor and physical abilities</b>	Physical and motor skills required to perform laboratory procedures safely and effectively	<ul style="list-style-type: none"> <li>• Fine motor dexterity for pipetting and specimen manipulation</li> <li>• Ability to perform venipuncture</li> <li>• Prolonged standing</li> <li>• Movement between laboratory sections</li> <li>• Operation of laboratory instruments and computers</li> </ul>
<b>Visual and observational skills</b>	Visual acuity and observation necessary for accurate testing and quality control	<ul style="list-style-type: none"> <li>• Differentiation of color changes and clarity</li> <li>• Microscopic examination of cells and organisms</li> <li>• Reading instrument displays and test results</li> <li>• Recognition of abnormal findings or equipment malfunction</li> </ul>
<b>Communication skills</b>	Verbal, nonverbal, and written communication essential for patient care and interprofessional collaboration	<ul style="list-style-type: none"> <li>• Clear verbal communication with patients and healthcare professionals</li> <li>• Accurate documentation</li> <li>• Comprehension of written and oral instructions</li> <li>• Professional interaction with faculty and peers</li> </ul>
<b>Cognitive and critical thinking abilities</b>	Intellectual skills required for analysis, decision-making, and application of laboratory science principles	<ul style="list-style-type: none"> <li>• Data interpretation</li> <li>• Troubleshooting laboratory errors</li> <li>• Prioritization of tasks</li> <li>• Integration of theory and practice</li> <li>• Application of laboratory protocols and procedures</li> </ul>
<b>Professional and behavioral attributes</b>	Behavioral competencies necessary to maintain professionalism and ethical practice	<ul style="list-style-type: none"> <li>• Emotional stability</li> <li>• Adaptability to stress</li> <li>• Accountability</li> <li>• Ethical conduct</li> <li>• Respect for diversity</li> <li>• Maintenance of patient confidentiality</li> <li>• Adherence to institutional and professional standards</li> </ul>
<b>Safety Awareness</b>	Knowledge and behaviors necessary to maintain a safe laboratory environment	<ul style="list-style-type: none"> <li>• Compliance with biosafety and chemical safety standards</li> <li>• Proper use of personal protective equipment</li> <li>• Recognition of laboratory hazards</li> <li>• Adherence to infection control and regulatory requirements</li> </ul>

Reference: Bane, L., Chin, J., Johnson, P., Devine, B., Todd, M. D., Matthews, P., Triplett, R., & Kaluza, J. (2026, April 24). *Defining essential functions for medical laboratory technician students: Preparing a competent and safe clinical laboratory workforce*. **Medical Laboratory Observer**. <https://www.mlo-online.com/online-exclusives/article/55373304/defining-essential-functions-for-medical-laboratory-technician-students-preparing-a-competent-and-safe-clinical-laboratory-workforce> [mlo-online.com]

If you have any questions, please contact the Chattahoochee Technical College Section 504 Coordinator, Caitlin Barton, 5198 Ross Road, Building A1320, Acworth, GA 30102, 770-975-4099, or [Caitlin.Barton@ChattahoocheeTech.edu](mailto:Caitlin.Barton@ChattahoocheeTech.edu).