The University of Hartford's College of Education, Nursing and Health Professions, does not discriminate against qualified individuals with disabilities and in keeping with its mission and goals and compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) promotes an environment of respect for and support of persons with disabilities.

A person qualified for the Nursing major is one who has met the academic standards and is able to meet the essential functional standards of a registered nurse as specified in the American Nurses Association Standards of Practice. Essential functions are defined as those skills and competencies students must have the capacity to demonstrate. Students are not required to be competent in all of these skills at the time of admission, but must have the physical and mental capacity to perform the tasks in clinical practice. If a student is unable, or suspects s/he may be unable, to complete any of the essential functions outlined in this document, the student is strongly encouraged to consult with the Access-Ability Services Office at the University of Hartford. Access-Ability Services at the University of Hartford is committed to providing accommodations and services to students with disabilities in order to ensure an accessible university experience where individuals with disabilities have the same access to programs, opportunities and activities as all others. Access-Ability Services engages in an interactive process with each student and reviews requests for accommodations on a case-by-case basis.

Students seeking accommodations or services from the University of Hartford are required to submit documentation to verify eligibility under Section 504 of the Rehabilitation Act of 1973 and the American with Disabilities (ADA). Please refer to the Access-Ability Services website (www.hartford.edu/access-ability) for more information on specific criteria needed to be eligible for services/accommodations at the University of Hartford. Access-Ability Services is voluntary and it is the student’s responsibility to initiate and maintain contact. The student is responsible for submitting documentation to Access-Ability Services, separate from their admissions application. After you have submitted your
documentation, Access-Ability Services will review and determine eligibility for services. If you are eligible for services, you will receive an email at your University of Hartford email account to schedule your Intake Interview appointment.

The essential functions listed below can assist students interested in the nursing program to make an informed decision regarding choice of career. Other specific requirements and competencies are outlined in course syllabi and clinical performance evaluation tools.
Sign and return this form along with your enrollment form within 31 days of your offer of admission to the University of Hartford.

I acknowledge that I understand the terms and conditions stated in the Essential Function Performance Standards for Nursing Majors.

________________________________________
Student Name (Please Print)

________________________________________
Student Signature Date

________________________________________
Parent/Guardian Signature (if applicable) Date

Mail to:
University of Hartford
Office of Admission
Bloomfield Ave
West Hartford, CT 06117

Essential Function Performance Standards for Nursing Majors
University of Hartford
Bachelor of Science in Nursing Program
2019-2020
<table>
<thead>
<tr>
<th>Essential Functions</th>
<th>Description</th>
<th>Examples (This includes but is not limited to these abilities).</th>
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</table>
| **Auditory**        | A student must possess auditory ability to monitor sounds in order to assess health needs. | Hear and interpret information a patient is communicating orally.  
Hear auscultory sounds using a stethoscope  
Hear auditory signals from technical equipment  
Hear cries for help  
Communicate over the phone |
| **Visual Acuity**   | A student must possess visual ability sufficient for observation and assessment necessary to provide nursing care. | Discriminate colors for diagnostic purposes  
Assess movement of patients  
See drainage on dressings and drainage on body fluids  
Note fluid levels in collection devices, syringes, and infusion devices  
Read gauges, such as a sphygmomanometer, that monitor patient progress  
See to administer treatments such as intravenous fluids and oxygen observe color changes in patient skin color  
Observe patient behavior, which is necessary in a rehabilitation or psychiatric setting. |
| **Tactile**         | A student must possess tactile ability sufficient to perform a physical assessment of a patient and to perform procedures necessary for nursing care | Perform palpation and other functions necessary for a physical examination  
Assess texture, shape, size, temperature, and vibration  
Perform therapeutic functions such as inserting a urinary catheter, changing dressings and giving medications  
Collect specimens necessary for assessment of the patient |
| **Physical Strength** | A student must have sufficient motor function, neuromuscular strength, and coordination to effectively perform the activities required of a nurse. | Walk/stand for extended periods and distances over an 8-hour period.  
Transfer patients from a wheelchair to bed, and from bed to stretcher  
Obtain information from patients using palpation, auscultation, and percussion  
Perform CPR  
Move about in patient care environments  
Bend and/or lift to assist clients with activities of daily living and manipulate client equipment.  
Move, push, or pull equipment, beds, stretchers, wheelchairs, etc. |
| **Fine Motor Coordination** | A student must have sufficient fine motor | Manipulate diagnostic instruments to adequately perform all aspects of physical assessment |
| Coordination to safely and effectively perform essential nursing functions. | Perform treatments and procedures administer intravenous, intramuscular, subcutaneous, topical and oral medication
Successfully don and remove protective apparel to maintain standard precautions. |
|---|---|
| Communication | A student must be able to communicate effectively and sensitively with patients, family members, and other members of the health care team. This includes expressive and receptive modes of verbal, nonverbal, and written communication. | Explain treatment procedures
Initiate health teaching
Document nursing assessment, nursing action, and patient/family responses
Read patient documentation and relevant medical literature
Give an accurate report of patient information to other health care professionals and members of the health care team. |
| Social and Behavioral | A student must possess the interpersonal ability to interact with individuals, families, and groups from varied social, emotional, cultural, and intellectual backgrounds. The student must have the capacity for self-reflection and change. A student has the ability to maintain professional demeanor, communication, respect for others at all times. | Is punctual and attends all classes and clinical Function safely, effectively, and calmly under stressful situations
Demonstrates respect, caring and empathy for others
Develop mature, compassionate, sensitive, and effective relationships with clients
Complete all responsibilities required in the care of patients/clients
Remain free from alcohol and/or chemical impairment in classroom and clinical settings at all times.
Demonstrates moral and ethical behavior
Demonstrates positive conflict resolution skills
Receives and responds appropriately to constructive criticism |

3/18/19