



Appendix I

NURSING EDUCATION PROGRAM ESSENTIALS FUNCTION FOR NURSING

Essential Function Criteria	Definition of Essential Function
Auditory	Detect high and low frequency sounds (e.g., alarms, bells, and emergency signals). Demonstrate the ability to hear blood pressure, heart and lung sounds with or without corrective devices.
Arithmetic Competence	Addition, subtraction, multiplication, & division with or without the use of a calculator. Measure length by reading a tape measure or ruler. The ability to tell time on an Analog Clock. Compute fractions, read graphs, convert numbers to/from the Metric System.
Behavioral Attributes	Ability to show respect for diversity in culture, relations, sexual orientation, marital status, socioeconomic status, & abilities/disabilities.
Critical Thinking	Solving problems using critical thinking strategies, measurements, calculations, memory, and reason. Collect data related to a patient's health history or current health concern and prioritize tasks by importance. Problem solve and make decisions. Recognizes the need to consult with healthcare professionals and when to seek help.
Communication	Communicate effectively, safely, and efficiently in the English language (e.g., verbal and written) by explaining procedures, receiving information from others, receiving information from written documents and analyzing and documentation assessment findings and interventions. Ability to understand text, charts, graphs, & digital & computer displays.
Emotional Regulation	Able to show emotional stability, maturity, sound judgement, clear & logical thinking. Develop and sustain a therapeutic relationship with patients while maintaining professional boundaries. Function effectively under stress while having potentially physically and mentally challenging workloads.
Fine Motor Skills	Ability to grasp, twist, squeeze, pinch, and manipulate equipment (e.g., medication ampules, blood pressure cuff). Fine motor ability for data collection/assessment & documentation.
Gross Motor Skills	Demonstrate the ability to safely move a client from one surface to another using the appropriate level of help. Demonstrate safe body mechanics in the process of all client treatments, including lifting, carrying small equipment, & moving large equipment. Bending, twisting, reaching below the waist & above the top of the head.
Interpersonal Skills	Establish effective relationships with others. Ability to interact as a member of the health team. Ability to interact with and support clients during times of stress and emotional upset. Ability to cope with strong emotions of clients while remaining in a reasonable state of calm.
Observation	Observe all areas of instruction, including classroom lectures, skills demonstrations, & lab simulation practice. Observe and report on changes in skin conditions. Observe and document measurements: e.g., pulse, respiration, intake and output, & weight.
Physical Endurance	Endurance and stamina are sufficient to maintain physical activity for a period of a typical clinical shift (e.g., 8 to 12 hours). There must be physical strength and endurance to perform routine care and emergency treatment such as cardiopulmonary resuscitation.
Professionalism	Maintain confidentiality (e.g., HIPAA laws). Ability to interact as a member of the health team. Adhere to attendance, dress code, and personally hygiene policies. Ability to accept constructive feedback.
Safety	Adhere to safety guidelines and regulations. Recognize potentially hazardous conditions. Utilize personal protective equipment (e.g., gloves, masks, eyewear, gown) as necessary.
Smell/Olfactory	Ability to detect differences in body and environmental odors (e.g., alcohol breath, infection, gases, burning).
Tactile	Palpate pulse, veins, detect temperature (skin), and feel differences in surfaces (e.g., skin turgor, rash). Identify body landmarks.
Visual	Distinguish color changes. Spatial awareness.



A disability is defined as a mental or physical condition that substantially limits one or more major life activities. Major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

Accommodations are always individually determined and based on the individual need(s) of the student. If you have, or think you have, a disability in any area such as, mental health, attention, learning, chronic health, sensory, or physical, please contact the Office of Disability and Equity to arrange a confidential discussion regarding equitable access and reasonable accommodations. The Nursing AAS Program at the Community College of Aurora has identified and adopted these essential functional abilities to provide safe patient care. They may be performed with or without reasonable accommodation. Reasonable accommodation will be collaboratively determined in collaboration with the students, the Nursing Department, and the Office of Disability and Equity. Students with disabilities who think they may need accommodations should contact the Office of Disability and Equity early in the program to explore possible accommodations and to facilitate effective support throughout the Nursing Education Program. We recognize that each student's needs are unique. Accommodation is designed on a case-by-case basis to ensure access to the program while maintaining essential program requirements. When determining accommodation, we engage with the interactive process.

The interactive process is a recognized legal obligation for educational institutions under the Americans with Disabilities Act (ADA). This process requires an open dialogue between the institution and the student to determine reasonable accommodation. For further information regarding the ADA, visit: <https://www.ada.gov/>

The Community College is an Affirmative Action/Equal Opportunity Institution and complies with all requirements of the Americans with Disabilities Act. To make an appointment or to request additional information, email us at ode@ccaaurora.edu or call 303-340-754. We are currently located on the CentreTech Campus, S202, just inside the Library and the Centennial Campus on the 2nd floor, Office 242.

Please initial the following two statements:

☐ I have read, and I understand the Essential Function Standards specific to the occupation of nursing.

☐ I have the ability to meet the Essential Function Standards as specified.

Print Name: _____

Signature: _____

Date: _____

The Community College of Aurora does not have national nursing accreditation which may limit future educational and career options for students. The Nursing, AAS Nursing Education Program at the Community College of Aurora is pursuing eligibility for initial accreditation by the Accreditation Commission for Education in Nursing (ACEN). Applying for accreditation does not guarantee that accreditation will be granted.