



Essential Functions

The following technical standards reflect performance abilities and characteristics that are necessary to successfully complete the requirements of the Occupational Therapy Program, with or without reasonable accommodation. Students should review this information in order to (a) be knowledgeable about areas of performance that are expected during coursework and fieldwork; and (b) assess whether reasonable accommodations may be needed due to a disability.

- Access information from books, reference manuals, computers, paper and electronic medical records to accurately participate in educational program and perform job functions and duties.
- Effectively communicate in English both verbally and in writing utilizing accurate and appropriate terminology with classmates, faculty, clients, caregivers, families, members of the healthcare team and with individuals of all ages, races, genders, socioeconomic, and cultural backgrounds.
- Utilize technology for course work and client-centered interventions.
- Observe and interpret clients' response before, during and after treatment in close and distant proximity to maintain client safety and assess their performance; including monitoring patient/client vital signs (e.g. blood pressure, heart rate, respiration, pulse O2 monitors).
- Use therapeutic communication, such as attending, clarifying, coaching, facilitating, and touching in appropriate ways.
- Perform manual material handling and manipulation of various sizes, weights, and textures including lifting and transferring patients; guarding patients during functional mobility training on level surfaces/uneven surfaces/ramps/stairs; pushing and pulling to provide resistance and to assist in maneuvering patients.
- Transport heavy, wheeled equipment and clients in wheelchairs and/or stretchers.
- Manually palpate various body structures with appropriate pressure during examination and intervention procedures.
- Demonstrate fine and gross motor skills for safe and effective client-centered intervention.
- Perform continuous physical work to fulfill clinical education course requirements.
- Perceive gradients of temperature for safe application of client interventions including orthoses, bathing, and cooking activities.
- Respond to alarms, emergency signals, timers, cries for help, phones, pagers, overhead page and other environmental notification systems.
- Provide assessment and treatment for clients with varied disabilities including clients who may be terminally ill, have transmittable diseases, psychiatric disorders, developmental disorders, and other conditions.
- Demonstrate appropriate professional and procedural judgment decisions under stressful and/or emergency conditions, emergent demands, and a distracting environment.
- Recognize potentially hazardous materials, equipment, and situations and proceed safely in order to minimize risk of injury to patients, self, and nearby individuals by referencing, utilizing

and adhering to OSHA requirements such as MSDS (Material Safety Data Sheets) and universal precautions.

- Demonstrate high-level critical thinking skills necessary to assess and re-assess the clients' occupational performance including processing multiple pieces of information simultaneously and identifying/solving complex problems independently and with sound judgment.
- Prioritize, organize, and utilize time-management skills to fulfill clinical and course requirements.
- Establish therapeutic relationships with clients of all ages, abilities, ethnicities, and cultures.
- Demonstrate emotional intelligence sufficient to show empathy and compassion for others, be able to give and receive critical feedback, resolve conflicts with maturity and professionalism, and handle stressful situations.
- Reliably and critically self-evaluate professional, technical, and personal skills that contribute to positive patient/client outcomes; acknowledge limitations and obtain appropriate assistance to provide safe client care.
- Adhere to HIPAA, American Occupational Therapy Association (AOTA) professional standards and Code of Ethics established by the American Occupational Therapy Association, Concordia University professional conduct guidelines, and clinical site policies and procedures.

Reasonable Accommodation

In accordance with the Americans with Disabilities Act (ADA) and Section 504 of the Vocational Rehabilitation Act of 1973, individuals with disabilities are protected from discrimination and assured services and accommodations that provide equal access to the activities and programs of the university. A reasonable accommodation is a modification or adjustment to instructional methods and/or a course, program, service, activity or facility that enables a qualified student with a disability to have an equal opportunity. An equal opportunity means an opportunity to attain the same level of performance or to enjoy equal benefits and privileges as are available to a similarly-situated student without a disability. Reasonable accommodations may not fundamentally alter the nature of the training program; compromise the essential elements of the program; cause any undue financial or administrative burden; or endanger the safety of patients, self, or others.

Students requesting accommodation must register with the Accessibility Services through the Academic Resource Center. Additional documentation related to specific needs may be required. It is recommended that students who anticipate needing accommodation for fieldwork also contact the Academic Fieldwork Coordinator in advance of placement to discuss disclosure and accommodation strategies.

Change in Health Status

All students should understand that changes in health status following admission to the Occupational Therapy Program, whether temporary or permanent, may create contraindications for the practice or demonstration of certain therapeutic methods and techniques. If any student has or develops any condition that impact the above listed functions, it is their responsibility to inform the Program so that they can be appropriately counseled as to the best course of action for the health and safety of the student, fellow classmates, and clients.