

PROFESSIONAL STANDARDS AND ESSENTIAL FUNCTIONAL ABILITIES

PROFESSIONAL and TECHNICAL STANDARDS

Students will be held to the current version of the American Nurses Association's "Standards of Professional Performance" and "Code of Ethics" and the Nursing Department's Essential Functional Abilities Policy. Failure to uphold these standards may result in dismissal from any nursing program.

ANA Standards of Professional Performance and ANA Code of Ethics for Nurses

please visit www.nursingworld.org for the complete ANA Standards of Professional Performance and the ANA Code of Ethics for Nurses.

American Nurses Association: Code of Ethics for Nurses

- 1) The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.
- 2) The nurse's primary commitment is to the patient, whether an individual, family, group, community, or population.
- 3) The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.
- 4) The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.
- 5) The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.
- 6) The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.
- 7) The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.
- 8) The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.
- 9) The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

American Nurses Association. *Code of Ethics for Nurses with Interpretive Statements*. Silver Spring, MD: American Nurses Publishing. 2015

BSN Standards of Professional Performance please visit

<https://www.aacnnursing.org/Portals/42/Publications/BaccEssentials08.pdf>

Diverse Abilities and Accommodations

Nursing students that have a condition which would interfere with essential skills/functions should contact the Office of Diverse Abilities and Accommodations at 812-888-4501 to request reasonable accommodations. Students must be able to meet the essential skills/functions with or without reasonable accommodations. If a student enrolled in courses is no longer able to meet the essential skills/functions they must contact the program department chair and should contact the Office of Diverse Abilities to explore reasonable accommodations. Students may be asked to supply a medical clearance form in order to remain and/or return to the clinical setting.

Vincennes University Essential Functions for Nursing Students

The Americans with Disabilities Act (ADA) of 1990 was instituted by Congress to prohibit discrimination against qualified individuals with disabilities. The ADA defines a qualified individual with a disability as an individual who, with reasonable accommodations, can perform the essential functions of the employment position that such individual holds or desires. In addition, the Rehabilitation act of 1973 prohibits discrimination in the admission of a qualified person with disabilities.

Reasonable accommodations for students with disabilities, either temporary or permanent, will be considered on a case-by-case basis and in consultation with the office of Diverse Abilities and Accommodations and the clinical agencies as appropriate. To enter into and to complete the nursing programs, nursing students, with or without reasonable accommodations, must be able to meet the emotional, cognitive, and physical requirements listed below:

Emotional Requirements:

The nursing program is a rigorous program, both in academic study and in the acquisition and practice of clinical skills. The student must have sufficient emotional stability to perform under stress and provide safe nursing care to clients in the clinical setting while being observed by the instructors and other health care professionals.

Cognitive Requirements:

The student must have sufficient cognitive ability to communicate or process information and perform mathematical functions (addition, subtraction, multiplication, division, percentages, and fractions with or without a calculator) at a level that allows processing and understanding of materials and information presented either verbally or in written format.

Physical Requirements:

Nursing students are required to travel to clinical facilities (i.e., outpatient, acute care settings, skilled facilities) and to have the endurance to adapt to a physically demanding program. The following physical requirements are necessary for the nursing program:

1. **Strength:** ability to lift, move, and transfer most clients, to restrain and carry children, to move and carry equipment, and to perform CPR according to the American Heart Association guidelines.
2. **Mobility:** ability to bend, stoop, bend down to the floor, combination of strength, dexterity, mobility and coordination to assist clients, ability to move around rapidly, and move in small, confined spaces.
3. **Fine Motor Movements:** required to manipulate syringes and IV's, to assist clients with feeding and hygiene needs, to write in charts and use computer keyboards, to perform sterile and other skilled procedures.
4. **Speech:** ability to communicate clearly with staff, physicians, clients, and families, and to be understood on the telephone.

5. **Communication:** able to communicate in English both verbally and in the written format so that students can communicate nursing actions, interpret client responses, initiate health teaching, document observations, interactions, interventions, and nursing care. Document and understand nursing activities, interact with clients, families, staff, and faculty.

6. **Vision:** ability to make physical assessment of client and to accurately and safely use and apply client equipment.

7. **Hearing:** ability to communicate on the telephone, to be able to hear or decipher through a stethoscope to discriminate sounds, to hear or decipher cries for help, to hear or decipher alarms on equipment and emergency signals, and various overhead pages.

8. **Touch:** ability to palpate both superficially and deeply to discriminate tactile sensations.

In an eight or twelve hour work day, the student is expected to be able to frequently (34-66%) be able to: bend/stoop, squat, reach above shoulder level, kneel, and push/pull.

Weight requirements include:

| Requirements | Never | | Occasionally | | Frequently | |
|--------------|-----------|------------|--------------|------------|------------|-------------|
| Activity | Weights | | | | | |
| | 0-10 lbs. | 11-24 lbs. | 35-34 lbs. | 35-50 lbs. | 51-74 lbs. | 75-100 lbs. |
| Lifting | F | F | O | O | O | O |
| Carrying | F | O | O | O | O | O |
| Push/pull | F | F | F | O | O | O |

Manual Dexterity-ability to use your hands or assistive technology in a skillful, coordinated way to grasp and manipulate objects and demonstrate small, precise movements.