

Technical Standards for ADA Compliance: Nursing Programs

<i>Domain</i>	<i>Ability</i>	<i>Standard</i>	<i>Examples of Necessary Activities (not all-inclusive)</i>
Cognitive	Critical Thinking	Ability to apply logical reasoning and make clinical judgments.	Identify cause-effect relationships in patient care. Develop, assess, and modify nursing care plans. Adapt to dynamic clinical situations.
	Communication (Written)	Proficiency in written communication for documentation and reporting.	Document nursing actions, assessments, and patient responses. Write care plans/concept maps and professional correspondence.
	Exposure to Chemicals and Specimens	Ability to understand and adhere to protocols for working with hazardous materials and infectious agents.	Follow safety protocols for handling biological specimens and hazardous chemicals. Comply with PPE and infection control standards.
Sensory	Hearing	Auditory ability to assess and respond to healthcare needs.	Detect alarms, emergency signals, and patient monitors. Recognize changes in breath and heart sounds.
	Visual	Visual acuity required for observation and accurate assessment.	Monitor equipment, observe patient responses, and assess wound healing. Detect changes in skin tone and behavior.
	Tactile	Tactile sensitivity for physical assessment and clinical interventions.	Perform palpation during assessments. Insert IVs, catheters, and other devices requiring precise tactile control.
Affective	Interpersonal	Ability to build effective relationships with patients, families, and colleagues.	Establish rapport with patients and families. Provide culturally sensitive care. Manage conflict professionally and respectfully within the healthcare team.
	Communication (Verbal)	Proficiency in verbal communication to interact effectively with others.	Explain treatment procedures and health education. Engage patients and families in meaningful discussions about care. Collaborate with healthcare providers.
	Professionalism and Emotional Stability	Capacity to manage stress and maintain professionalism.	Handle emergency situations calmly. Provide emotional support to patients and families. Demonstrate ethical behavior and accountability.
Psychomotor	Mobility	Physical ability to navigate patient care areas and perform procedures.	Move efficiently between patient rooms and workspaces. Administer CPR and respond to emergencies quickly.
	Motor Skills	Fine and gross motor abilities for safe and effective patient care.	Administer injections, start IVs, and operate medical equipment. Lift and position patients using proper body mechanics.
	Exposure to Chemicals and Specimens	Ability to handle and dispose of hazardous substances safely.	Use equipment to collect, transport, and dispose of biological specimens. Work safely with disinfectants and other hazardous materials.

Requesting Accommodations

If you believe you are unable to meet one or more of these standards without accommodations, you are encouraged to contact the office of [Disabled Students Programs and Services \(DSPS\)](#). Requests are assessed individually to determine whether accommodation(s) can be made without compromising patient safety or altering essential program requirements.