



SCHOOL OF MEDICINE

ESTABLISHED 1862

UNIVERSITY OF CALIFORNIA

necessary for the safe execution of these duties. These include general abilities required of most healthcare practitioners and specific abilities that relate more directly to the practice of anesthesia. The essential requirements include but are not limited to those detailed below.

## General Requirements

### *Motor Skills*

Physical dexterity to master all technical and procedural aspects of patient care, and adequate motor capability to perform complex two handed tasks.

Ability to lift and support patients.

Adequate physical stamina and energy to carry out taxing duties during periods of up to 24 hours of continuous duty.

Adequate motor function to stand and walk for prolonged periods.

Ability to, on occasion, run to emergent situations, such as codes and trauma emergencies.

### *Sensory Abilities*

The ability to gather all relevant information about a patient's physical and psychosocial status with all five senses, especially sight, hearing, and touch.

Students must be able to obtain a full m

translation when necessary.

Students must be able to communicate effectively with patients and families. They must also be able to communicate effectively with other anesthesia personnel, physicians, technicians, nurses and operating room personnel.

Students should be able to maintain a congenial atmosphere within their work environment, which promotes optimum patient care

Students should communicate appropriately with their supervising attending or instructors in all aspects of patient care.

Students must have the ability to assess all pertinent information, including the ability to recognize the significance of nonverbal responses.

Students must be able to make an immediate assessment of information provided to allow for appropriate, well-focused, rapid followup inquiry.

Students must be capable of responsive, empathetic listening to establish rapport in a way that promotes openness on issues of concern and sensitivity to potential cultural differences.

Students must be able to process and communicate information on the patient's status with accuracy in a timely manner to other anesthesia personnel, physician colleagues and other members of the health care team; this requires an ability to communicate in a succinct yet comprehensive manner and in a setting in which the time available is limited.

Written or dictated patient assessments, prescriptions and other documentation must be complete, legible and accurate.

Adequate communication may also rely on a student's ability to make a correct judgment in seeking supervision and consultation in a timely manner.

#### *Professional Behavior*

All students must exhibit professional behaviors, including the ability to place others' needs ahead of their own; display compassion, empathy, altruism.

MSA students shall be capable of

Being on call and working in-house for up to 24 hours.

Performing modest lifting at the height of a typical operating room stretcher (e.g., controlling a patient's head during patient transfer from operating room table to transport bed, lifting bags of intravenous fluid and blood to the top of an IV pole, lifting infusion pumps).

Standing for several minutes at a time (e.g., observing surgery over the surgical drapes at critical points in the surgery).

Walking and pushing a patient stretcher for long distances (e.g., moving patient from patient holding areas to the operating rooms and back to the post-anesthesia care facility, moving patients to and from critical care units which may be distant from the operating room).

Reaching to a height of six to seven feet (e.g., to place intravenous fluid bags on IV poles).

education program sponsored by a campus office.

A *disability* is a physical or mental impairment that substantially limits one or more major life activities, or having a record of such an impairment, or being regarded as having such an impairment. A physical or mental impairment is defined as any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal; respiratory; special sense organs; cardiovascular; reproductive; digestive; genitourinary, hemic and lymphatic; skin; and endocrine, or any mental or psychological disorder such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

*Major life activities* include functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. 34 CFR 101.22 (b) 17.-15 (d8n)6.oT9919 (a) ]TJ 0.1 T[(o)-17





The appeal request should be made within five business days of receipt of notification of denial of eligibility or a decision on an accommodation method. The appeal must be submitted in writing to the Assistant Vice President for review and should state the grounds for the appeal.

The review by the Assistant Vice President will include meeting with the student, a meeting with the Associate Director of Disability Resources and other members of the Disability Resources staff as appropriate, and a review of the file and supporting documentation. The Assistant Vice President may also meet with faculty members and other persons with information about the issue. Based on this review, the Assistant Vice President will make a determination in writing to grant or deny the appeal or to refer the matter back to the Associate Director for further consideration consistent with the Assistant Vice President's decision. The Assistant Vice President's decision will be forwarded to the student and the Associate Director of Disability Resources. The decision of the Assistant Vice President is final.

During a pending appeal, the student will be provided with the initial accommodations, if any, determined by the Associate Director.

### Grievance Procedures for Disability Discrimination Complaints

Case Western Reserve University has adopted an internal grievance procedure for handling complaints

of (c) 3.0248(47) (a) 665 (0) 128 (b) 706 (0) 198 (7) 619 (4) 297 (0) 39 (a) 57 (0) 275 (6) 9102/25.1027.004 Tc010208 (y