The Grand Rapids Community College (program or department) faculty has specified essential abilities (technical standards) critical to the success of students in any GRCC (program or department) program. Students must demonstrate these essential abilities to succeed in their program of study. Qualified applicants are expected to meet all admission criteria and matriculating students are expected to meet all progression criteria, as well as these essential abilities (technical standards) with or without reasonable accommodations.

1. **Essential judgment skills to include**: ability to identify, assess, and comprehend (conditions) surrounding situations for the purpose of problem solving around (conditions) and coming to appropriate conclusions and/or course of actions.

2. **Essential physical/neurological functions to include**: ability to use the senses of seeing, hearing, touch, and smell to make correct judgments regarding (conditions) and meet physical expectations to perform required interventions for the purpose of demonstrating competence to safely engage in the practice of (field of study). Behaviors that demonstrate essential neurological and physical functions include, but are not limited to observation, listening, understanding relationships, writing, and psychomotor abilities consistent with course and program expectations.

3. **Essential communication skills to include**: ability to communicate effectively with fellow students, faculty, patients, and all members of the (program or department). Skills include verbal, written, and nonverbal abilities as well as information technology skills consistent with effective communication.

4. **Essential emotional coping skills**: ability to manage potential stressors that accompany tasks necessary to safely engage in the practice of (field of study) as determined by professional standards of practice.

5. **Essential intellectual/conceptual skills to include**: ability to measure, calculate, analyze, synthesize, and evaluate to engage competently in the safe practice of (field of study).

6. **Other essential behavioral attributes**: ability to engage in activities consistent with safe (field of study) practice without demonstrated behaviors of addiction to, abuse of, or dependence on
alcohol or other drugs that may impair behavior or judgment. The student must demonstrate responsibility and accountability for actions as a student in the (program or department) and as a developing professional in the (field of study) consistent with accepted standards of practice.

Grand Rapids Community College strives to be more than ADA compliant. We strive to be accessible and welcoming to all students of all abilities. After reviewing the Essential Abilities/Technical Standards for this program; your responsibilities as a student entail determining if you can complete all associated coursework either:

A. **With Accommodation.** I am otherwise qualified to meet the same academic standards as any other student entering the program. However, based on a medically documented condition or diagnosis, I would qualify for reasonable accommodation under the Americans with Disabilities Act (1990). I will meet with Disability Support Services on campus to arrange those accommodations in an interactive process with the department of (field of study).

B. **Without Accommodation.** I am able to complete the program without need for reasonable accommodation or modification. In the event my medical documentation reveals otherwise or a condition manifests that would necessitate an accommodation; it is my responsibility to inform a responsible authority figure within the department of (field of study) and work with Disability Support Services to see if a reasonable accommodation or modification can be made.

If you have a medically documented condition or diagnosis, please contact the (field of study) office, or contact Disability Support Services (DSS) at disability@grcc.edu or by phone at 616.234.4140 to arrange accommodations through our interactive process.