



National University of Health Sciences

General Policies

Title: **NUHS Technical Standards -
Allied Health Programs**

Page 1 of 4

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President



Date

POLICY STATEMENT

All applicants to National University of Health Sciences allied health programs must be able to meet the University's technical standards in order to matriculate. Technical standards are those physical, behavioral, emotional and cognitive criteria that an applicant must already possess as personality traits, life skills or acquired abilities before enrolling in the University. These qualities are regarded as essential requirements needed to participate and complete the entire spectrum of study, training and experiences within each educational program offered by the University. These standards are applied in addition to, and separate from, academic standards of qualification.

Procedures

Applicants must review the technical standards that apply to the educational program in which they intend to enroll and sign a form certifying they have read, understand and are able to meet the standards (with or without reasonable accommodations) of that program. This information is provided to help every applicant be more aware of the types of performance and expectations associated with different educational programs that the University offers. The use of technical standards is derived from Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. These laws provide a framework for individuals with documented disabilities to request reasonable accommodations to fulfill their educational objectives.

Reasonable accommodations are defined as any change or modification in the way things are usually done that enables an individual with a disability to participate as fully as possible in an educational program. An effective accommodation for a disability can ensure that an otherwise qualified applicant with a disability is able to perform and be assessed on their ability rather than by their disability.

Applicants with disabilities are strongly encouraged to contact student disability personnel in the Student Services office early in the application process to begin a confidential conversation about needed accommodations.

Candidates with documented disabilities who wish to request accommodations under the Americans with Disabilities Act must follow the University's procedure for requesting an accommodation. This procedure, in summary, requires submitting a written request for accommodations and support documentation to a life-limiting disability to the Dean of Students. The Dean will review the request and determine whether a reasonable accommodation can be made.

NUHS does not discriminate against qualified individuals with disabilities in the recruitment or conditional acceptance to its programs, services or activities. Any information disclosed by an applicant regarding disabilities will not adversely affect conditional acceptance decisions nor eligibility to remain enrolled.

The University reserves the right to reject requests for accommodations that would fundamentally alter the nature of a University educational program, lower the academic standards, cause an undue hardship on the University, or endanger the health or safety of a student with a disability, other students, clinic patients, or any other member of the University community.

Technical Standards – Allied Health Programs

Applicants must have abilities and skills in five categories and be able to perform the functions in each category in a reasonably independent manner. The use of trained intermediaries to carry out functions described in the technical standards will not be permitted. Intermediaries, no matter how well trained, apply their own powers of selection and observation, which could affect the applicant's judgement and performance.

Sensory/Observation: An applicant must have sufficient sense of vision, hearing, and touch to perform palpation sufficient to note changes in soft tissue tone and consistency and visual observation capable of noting changes in skin and eye color, posture, and gait. An applicant must also be able to observe classroom and laboratory demonstrations including, but no limited to, demonstrations on human cadavers, animals, microbiologic cultures, and microscopic studies of microorganisms and tissues in normal and pathologic states.

Communication: An applicant must be able to speak, to hear, and to observe patients in order to elicit information, describe changes in mood, activity, and posture, and perceive nonverbal communications. An applicant must be able to communicate effectively and sensitively with patients. Communication includes not only speech, but also reading and writing. The applicant must be able to communicate effectively and sensitively in oral and written form with patients and any other members of the health care team.

Motor/Strength/Coordination: Applicants must have sufficient motor function to elicit information from patients and perform therapeutic massage procedures on patients by palpation, and by skillful movements of the limbs, head and neck. Also, the strength and coordination to assist patients to assume comfortable positions, and the dexterity to handle equipment, devices, and assistive materials such as sheets, lubricants, orthotic pillows,

etc. An applicant must be able to execute motor movements required to provide emergency and first aid care to patients such as CPR, applying pressure to stop bleeding, and opening an obstructed airway. Such actions require coordination of both gross and fine muscular movements, equilibrium, and the sense of touch and vision.

Conceptual, Integrative & Quantitative Abilities: These abilities include measurement, calculations, reasoning, analysis, and synthesis. Problem solving, planning and execution of tasks in group and individual settings, requires all of these intellectual abilities. Testing and evaluation of these abilities in the College of Allied Health Sciences employs periodic examinations as an essential component of the curriculum. Successful completion of these examinations is required of all candidates as a condition for continued progress through the curriculum. Examples of these tests include, but are not limited to, essay, oral and/or multiple-choice tests, word processed papers, oral presentations, and lab practicals designed to assess a variety of cognitive and non-cognitive skills in a simulated or supervised clinical setting.

Behavioral & Social Attributes – Professional Programs: An allied health applicant must possess the emotional health required for full utilization of his/her intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities attendant to the diagnosis and care of patients. Applicants must be able to function effectively under stress. Compassion, integrity, concern for others, interpersonal skills, interest, and motivation are all personal qualities each applicant must possess to successfully complete the challenges encountered in training to become certified.

Prior to enrollment (as an applicant) and throughout enrollment (as a student), individuals who wish to request accommodations in order to meet the technical standards are encouraged to self-disclose to personnel in the Student Service Office. Those who do not register with Student Services or who do not provide necessary documentation shall not be considered to be requesting or seeking accommodations. Accommodations are not applied retroactively.

In circumstances when applicants are not able to meet the technical standards, the conditional acceptance that may have been proffered shall be rescinded. If at any point after being enrolled, a student ceases to meet the technical standards of the program they shall be encouraged to work with personnel in Student Services, using an interactive process, to determine if any amended or additional reasonable accommodations can be negotiated to allow the student to resume program coursework or clinical internship.

Should, despite arranging new or amended reasonable accommodation (whether the student chooses to use the accommodation or not), a student's existing or acquired disability interferes with patient or peer safety, or otherwise prevents the ability to complete the CPS program, then the student may voluntarily withdraw from the program or (following an in-depth review) be administratively dismissed from the program by the Committee on Academic Standards, Grades and Records.

Referral for In-Depth Review of an Applicant's Ability to Meet Technical Standards

Proposed dismissals are referred to the Committee on Academic Standards, Grades and Records for an in-depth review. The Committee is responsible for determining whether the student can or cannot meet the program technical standards with or without reasonable accommodations.

Procedure

1. Conditionally accepted applicants must attest to the technical standards prior to enrollment and - as students - at each phase of the program they are enrolled within (as listed below). Compliance with this attestation is monitored by the Office of Student Services.
 - a. Conditionally accepted applicants must attest to the technical standards prior to enrollment in the College of Professional Studies.
 - b. Students must attest to the technical standards at the mid-point of their program.
 - c. Students must attest to the technical standards before internship in the clinic.
2. Students who do not meet the technical standards with or without reasonable accommodations may be dismissed following a review by the Committee on Academic, Grades, Records and Standards. The determination of this committee will be reported to the Vice President for Academic Services who will communicate the outcome to the student.