



Disability Considerations

*Specialty Courses
for Phlebotomists*



National Center for
Competency Testing

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Disability Considerations Specialty Certificate Course for Phlebotomists

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NCCT is continually refining and creating professional development products for all certified allied health professionals. We are committed to your success. This mini course was designed to help healthcare professionals understand the special needs of the geriatric phlebotomy patient.

The course is divided into chapters. There is an open-book quiz at the end of every chapter to help you assess your understanding of that chapter's material. Upon completing all the chapters, you can access this mini course's final examination on-line at NCCT's website, www.ncctinc.com. Proceed to the **Testing** section, and choose the **CE Test Login** option, and log in. Choose the **Disability for Phlebotomy Final Exam**.

Seventy percent or better is considered a passing grade for this course. Upon passing the course's final exam you will receive a Specialty Certificate and a sticker from NCCT signifying that you have successfully completed this course. This sticker should be placed in your NCCT *Professional Development Log Book*. You will also receive five clock hours of continuing education credit, and the course title will be placed on your *NCCT Continuing Education Transcript*.

Acquiring new skills and pursuing additional knowledge in your career field has always been the hallmark of a true professional. Read, learn, and most importantly, enjoy your profession more. Your new knowledge will not only increase your competence and importance to your team, but will also increase your own self-assurance in your ability and work.

Disability Considerations for Phlebotomists

Learning Outcomes

Upon completion of the Competence Certificate Course, the professional will be able to:

1. Outline the conditions of the Americans with Disabilities Act (ADA).
2. Discuss amendments to the Americans with Disabilities Act (ADA).
3. Define disability.
4. List and describe types of barriers.
5. Outline categories of disabilities that may require accommodations under the Americans for Disabilities Act.
6. Discuss general accommodations for each type of disability.
7. Describe specific phlebotomy accommodations for each type disability.
8. Briefly discuss psychological and cognitive disabilities.
9. Discuss phlebotomy accommodations for psychological and cognitive disabilities.

Disclaimer

The writers for NCCT Competence Certificate Courses attempt to provide factual information based on literature review and current professional practice. However, NCCT does not guarantee that the information contained in these educational courses is free from all errors and omissions.

CHAPTER 1 AMERICANS WITH DISABILITIES ACT (ADA)

The Americans with Disabilities Act (ADA) was signed into law by President George H. Bush on July 26, 1990. Prior to signing of the ADA, the Rehabilitation Act of 1973 was the first significant national legislation to protect people with disabilities. This act was insufficient for protection and provision of services for disabled individuals since it only covers the entities that receive federal contracts or subcontracts exceeding a particular dollar amount. The Rehabilitation Act served as a model for the ADA and was the defining document for Title 1 of the ADA as well as the definition of disability under the ADA. Covered entities include private employers with 15 or more people who work each workday for at least 20 weeks a year.

Discrimination against and segregation of disabled individuals has historically presented a governmental challenge. This discrimination is intentional at times, but most often is unintentional and tends to result from lack of information. Just as beauty is in the eye of the beholder, the view of an individual's disability is also "in the eye of the beholder." The "beholder" views the disabled individual as "different." In that "variety is the spice of life," each individual is DIFFERENT as well as VARIED. Individuals with disabilities are not different but rather unique as are individuals who do not have disabilities. However, individuals with disabilities do require accommodations and special considerations in daily activities. Definitions and accommodations are encompassed within the ADA. These accommodations will be discussed in detail throughout this unit.

An amended version of the ADA took effect January 1, 2009. A synopsis of this amendment will (AADA) also be discussed and the information incorporated into this competency unit.

Applications and accommodations for disabled individuals will be included both as they related to patients and to employees. The emphasis will be on patient care, but principles may be applied to employees and the workplace, as well.

Unit A Purposes

There were four major purposes of the ADA. These purposes are based on research performed prior to the signing of the act. Purposes of the ADA are:

1. To provide a national mandate to eliminate discrimination against individuals with disabilities.
2. To provide an enforceable standard addressing discrimination.
3. To ensure that the federal government will play a central role in enforcing these standards.
4. To involve congressional authority in order to address the major areas of discrimination faced by people with disabilities.

(From: Pardeck, J.T. "An Overview of and Comments on the Americans with Disabilities Act." Journal of Social Work in Disability and Rehabilitation. Vol. 6, Issue 1-2, 2002, pp 67-91.)

Unit B Titles

There are five major titles under the Americans with Disabilities Act (ADA). A brief summary of these titles will be provided with emphasis on the basic guidelines included under each title. It is impossible to include all details of each title, but rather to provide an understanding of the provisions under the ADA. The provisions are broad and open to interpretation.

Title I: Discrimination Regarding Employment

The employment provisions of the ADA cover hiring, promotions, pay, firing, job training, benefits and all aspects of the workplace. Title 1 defines or outlines the following items:

- Individuals protected under the ADA and the responsibilities of employers related to the defined individuals
- "Disability" and "individuals qualified" under the ADA
- Essential job functions (job description defined)
- Reasonable accommodations
- Nonessential tasks
- Job qualifications
- Employers guidelines for hiring the most qualified individual

Title II: Public Services

The Public Services Title prohibits discrimination against persons with disabilities. This prohibition includes all services, programs and activities provided or made available by state or local government. This title prohibits state and local governments from discrimination against job applicants and employees with disabilities. The state and local government are prohibited from discrimination regardless of the size of the governmental agency.

The Rehabilitation Act of 1973 prohibited discrimination by state and local governments with regard to participation in any program or activity that received a set amount of federal funds. Title II of the ADA extended the requirements of the Rehabilitation Act of 1973 to all state and local governments regardless of whether the agency receives any federal support. Title II is subdivided into Subtitle A and Subtitle B.

- Subtitle A: Covers all aspects of state and local agencies other than public transit.
- Subtitle B: Provision of public funded transit

Title III: Private Accommodations and Services

Provisions under this title include requirements that private businesses serving the public make goods and services available to individuals with disabilities. For clarification:

- Title II covers state and local government
- Title III covers private entities

Title IV: Telecommunications

As it implies, Title IV provides telecommunications services for disabled individuals. Guidelines under this title require that people with hearing and speech impairments have telephone services accessible by provision of relay services.

Title V: Miscellaneous

Provisions under Title V include:



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