

## **Americans with Disabilities Policy**

### **Policy Statement**

National College of Midwifery is committed to providing reasonable accommodations for qualified students, faculty, staff and affiliates with disabilities in a fair and equitable manner and in accordance with applicable federal and state law. NCM seeks to promote a diverse and inclusive midwifery community.

The ADA does allow employers and preceptors to ask potential students if they are able to perform the functions needed as a midwifery student. This may include questions regarding heavy lifting, sight, hearing, fine motor skills, ability to function with little sleep, and the ability to go up and down stairs.

### **Physical, Cognitive and Emotional attributes that all students must have**

In order to be able to effectively perform the functions of a midwife, students must possess the following attributes or must seek accommodations:

1. Hear soft sounds, e.g., fetal heart tones, cardiac murmurs, and breath sounds
2. Lift and/or turn patients who may be of greater size and/or weight
3. Concentrate and focus for long periods of time on complex tasks and/or on material that may be difficult to understand
4. Visualize objects that are close at hand, either with the naked eye or with corrective lenses
5. Use cognitive skills, fine motor skill dexterity, and hand-eye coordination to perform complex tasks such as palpation, phlebotomy, suturing, adult and neonatal resuscitation, insertion of IV lines, and basic and complex obstetrical maneuvers
6. Maneuver quickly in small or cramped spaces
7. Change physical positions quickly in response to the needs of a pregnant or laboring woman
8. Communicate in such a way as to be understood by others
9. Write legibly or type
10. Read and comprehend technical materials written at college and professional levels of comprehension.

Accommodations for students with disabilities may be made by the preceptor and the National College of Midwifery. NCM can assist in making reasonable accommodations for students with disabilities. The prospective student must provide a formal statement of diagnosis from a qualified practicing primary care provider including the student's projected needs regarding necessary accommodations. Please note that as students hire their own preceptors, the student will need to make arrangement for

accommodations for disabilities directly with the preceptor for any activities they agree to complete together.

**For more information see the NCM Handbook.**