

The Americans with Disabilities Act (ADA)

Technical Standards for the Sonography Profession

The Americans with Disabilities Act requires that careful consideration be given to all applicants seeking education or employment. The Act also requires that accommodations be provided to the disabled person when proven to be reasonable. It also supports the identification of essential job functions that may be used with other selection criteria in the screening of potential applicants for a professional curriculum or employment.

The Diagnostic Medical Sonographer is a caregiver that plays a fundamental role in the diagnosis of a patient's medical condition. The sonographer does this by providing a collection of diagnostic medical sonograms and assisting in interventional procedures.

Implied in this care-giving role are essential job functions that require the sonographer to demonstrate cognitive, psychomotor, and affective skills. The performance of these job functions must be consistent with the expectation that Diagnostic Medical Sonographer must not place his or herself, a fellow worker, or the patient in jeopardy of physical or mental harm.

The purpose of the following is to identify the physical, mental, and emotional requirements appropriate to the profession of Diagnostic Medical Sonography.

Examples of a sonographer's essential job functions

A. Physical Requirements

- 1. Work standing on his/her feet 80% of the time**
- 2. Use both hands, wrists, and shoulders to maintain prolonged arm positions necessary for Scanning and perform fine motor skills.**
- 3. Lift more than 50 pounds routinely.**
- 4. Transport, move, and or lift patients from a wheelchair or stretcher to the examination table or patient bed, and physically assist patients into proper positions for examination.**
- 5. Push, pull, bend and stoop routinely to move and adjust sonographic equipment and perform studies.**
- 6. Use senses (vision, hearing, and touch) to adequately view sonograms, including color distinctions; distinguish audible sounds; perform eye/hand coordination skills required in sonographic examinations; and recognize changes in patient's condition and needs.**
- 7. Work in a semi-darkened room for prolonged periods of time.**
- 8. Be physically capable of carrying out all assigned duties.**

B. Mental and Intellectual Requirements

The Diagnostic Medical Sonographer must be able to:

- 1. Communicate effectively, verbally and non-verbally, with patients and other healthcare professionals to explain procedures, give instructions, and give and obtain information.**
- 2. Organize and accurately perform the individual steps in a sonographic procedure in the proper sequence according to established standards.**
- 3. Understand and react quickly to verbal instructions and patient needs.**
- 4. Follow directions effectively and work closely with members of the healthcare community.**
- 5. View and evaluate recorded images for the purpose of identifying proper protocol, procedural sequencing, technical qualities and identification of pathophysiology.**
- 6. Apply problem solving skills to help optimize patient care and produce the best diagnostic information possible.**

C. Emotional Requirements

The Diagnostic Medical Sonographer must be able to:

- 1. Provide physical and emotional support to the patient during sonographic procedures.**
- 2. Interact compassionately and effectively with the sick and or the injured.**
- 3. Handle stressful situations related to technical and procedural standards and patient care situations.**
- 4. Adapt to changing environments and be able to prioritize tasks.**
- 5. Project an image of professionalism.**
- 6. Demonstrate a high level of compassion for others, a motivation to serve, integrity, and A consciousness of social values.**
- 7. Interact positively with people from all levels of society and all ethnic and religious backgrounds.**

