

Illinois Eastern Community Colleges



Medical Laboratory Technician Program

Student Handbook

2026-2027

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ILLINOIS EASTERN COMMUNITY COLLEGES GENERAL INFORMATION

MISSION

Our mission is to deliver exceptional education and services to improve the lives of our students and to strengthen our communities.

VISION

Illinois Eastern Community Colleges is an institution that engages, challenges, and supports faculty and students as they pursue excellence in teaching and learning. We place the needs of our students at the center of our decision-making and will continue to be an organization committed to excellence, innovation, and continuous improvement.

VALUES

These values, which are the foundation of Illinois Eastern Community Colleges, have defined the district since its inception, and are affirmed by the faculty, students, staff, and administration. At IECC, we believe in and seek to embody these values:

Stewardship. Accepting our responsibility to be good stewards of public trust, we will sensibly use our financial, human, and physical resources to achieve our mission.

Responsibility. Encouraging personal growth and learning through leadership, citizenship, and accountability.

Integrity. Providing an environment where people are encouraged and empowered to do the right thing in their work and interactions with others.

Respect Recognizing and appreciating our similarities and our differences, we demonstrate mutual regard for others through our words and actions.

Accessibility. Providing access to a high-quality college education for everyone who seeks one, while providing the support needed to facilitate attainment of academic and professional goals.

STUDENT CODE OF CONDUCT

Illinois Eastern Community Colleges is committed to the personal growth, integrity, freedom of civility, respect, compassion, health, and safety of its students, employees, and community. To accomplish this commitment, IECC provides an environment that is free from discrimination, harassment, retaliation, and harmful behavior that hinders students, employees, or community members from pursuing IECC education or services. Therefore, IECC has established the [Student Code of Conduct](#) to communicate its expectations of students and to ensure a fair process for determining responsibility and appropriate sanctions when a student's behavior deviates from those expectations.

Students, through the act of registration at Illinois Eastern Community Colleges, obligate themselves to obey all rules and regulations published in the academic catalog, program and student handbooks, and/or on the website.

It is highly recommended that all students review the Student Code of Conduct immediately upon enrollment. It can be viewed by clicking on the link above and is available upon request in the Student Services Office at each campus.

NONDISCRIMINATION POLICY

Illinois Eastern Community College District No. 529 does not discriminate on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category.

Additional details, including the complaint process, can be found at www.iecc.edu/nondiscrimination.

AMERICANS WITH DISABILITIES ACT

IECC is committed to maintaining an inclusive and accessible environment in compliance with the American with Disabilities Act (ADA) and other applicable federal and state regulations aimed at protecting the rights of individuals with disabilities.

Support is available in the form of accessible facilities, individualized plans, and reasonable accommodations to students who meet the requirements of a person with a disability. A disability requiring additional staff or funding, contractual arrangements through an outside vendor, or structural modifications (such as adaptive or assistive technology) may require several weeks to be arranged. To receive appropriate accommodation in your classes, please see the guidelines at [Disability Support Services](#).

MEDICAL LABORATORY TECHNICIAN PROGRAM INFORMATION

MEDICAL LABORATORY TECHNICIAN PROFESSION

The Medical Laboratory Technician profession is dedicated to performing laboratory procedures and producing accurate and reliable results that assist physicians in diagnosing and treating disease. The practice of modern medicine would be impossible without the scientific testing performed daily in the medical laboratory. Medical laboratory technicians (MLT) play a significant role in providing excellent quality care. MLTs work in a variety of settings such as hospitals, clinics, research laboratories, and public health laboratories and have diverse functions in the areas of analysis and clinical decision-making, information management, regulatory compliance, education, quality assurance, and performance improvement within the laboratory.

PROGRAM MISSION STATEMENT

In keeping with the mission of Illinois Eastern Community Colleges, the Medical Laboratory Technician Program was developed to bring educational opportunities to improve the lives of our students and our communities by providing highly competent medical laboratory technicians to help fill positions in the community and region. The Program is committed to producing highly trained individuals who will provide accurate and reliable diagnostic testing results. Illinois Eastern Community Colleges provides education that will prepare medical laboratory

technicians to meet the knowledge, skills, and professional behaviors that are necessary to meet employer expectations of new graduates and to be eligible to apply for the national certification examination.

PROGRAM GOALS

1. Produce graduates that demonstrate entry-level medical laboratory technician skills.
2. Ensure that students demonstrate a knowledge of professionalism, work ethics, safety, and communication skills.
3. Produce graduates who are eligible to take and pass a nationally recognized certification exam.
4. Adhere to standards that allow the Program to maintain program accreditation through the National Accrediting Agency for Clinical Laboratory Science (NAACLS).
5. To serve as a resource for clinical laboratories in the southern Illinois area.

PROGRAM LEARNING OUTCOMES

Upon completion of this Program, students will be able to:

- Perform routine clinical laboratory procedures within acceptable quality control parameters in Hematology, Hemostasis, Chemistry, Immunohematology, Serology, Phlebotomy, Urinalysis, and Microbiology under the general supervision of a Medical Laboratory Scientist or Pathologist.
- Demonstrate proper collection, processing, and analysis of biological specimens and other substances.
- Demonstrate technical skills, social behavior, and professional awareness that is the responsibility of a medical laboratory technician as defined by the American Society of Clinical Laboratory Science (ASCLS) and the American Society of Clinical Pathologists (ASCP).
- Uphold application of safety and governmental regulations compliance.
- Communicate enough to serve patients, the public, and members of the health care team.
- Practice professionalism through ethical behavior and attitudes.
- Use information and experience learned in the MLT Program to employment situations and performance on a nationally recognized certification examination.
- Apply problem solving techniques to identify and correct procedural errors, identify instrument malfunctions, know when to seek proper supervisory assistance, and verify the accuracy of obtained laboratory results.
- Operate and maintain laboratory equipment and utilize appropriate quality control and safety procedures.
- Perform within the guidelines of the code of ethics of the ASCLS, ASCP, and the rules and regulations established by state and local regulatory groups.
- Recognize and participate in activities which will provide current knowledge and up-to-date skills needed to perform a medical laboratory technician.

ADMISSION REQUIREMENTS

Admission requirements for the Medical Laboratory Technician Program are as follows:

1. Possess a high school diploma or equivalent.

2. Meet current requirements for admission to Illinois Eastern Community Colleges.
3. Complete Accuplacer testing or meet college-level SAT/ACT score requirements
4. Have a minimum cumulative GPA of 2.5 from all colleges attended.
5. Complete all MLT Program requirements with a “C” or better, including the pre-requisite courses.
6. Complete MLT Program application by predetermined date to be ranked for the fall semester.

Once accepted into the Program, the following documents will need to be submitted:

- Background Check/Fingerprinting: Required upon acceptance into the MLT Program. If a criminal history is determined, then appointment acceptance is withdrawn.
 - Background Check/Fingerprinting will be done at the MLT Program orientation.
- Proof of professional level CPR training
 - CPR training will be available at the MLT Program orientation for those not already certified.

Before the start of Clinical Rotations, the following documents will need to be submitted according to the clinical agency policy:

- Liability Insurance – provided through IECC
- Vaccinations and TB skin test(s): Physical Exam
- Drug Screen

Students in the program must comply with clinical affiliate requirements. These include up-to-date immunizations, current health physical, American Heart Association BLS certification, and satisfactory background check. Additionally, students will be required to have a satisfactory drug screening and complete skills competency checks. Students must meet the criteria of each clinical site used by the program. Students who do not meet the criteria of assigned clinical facilities at any time during the facility rotation will be unable to attend agency clinical hours which may result in failure of the course.

Admission process:

1. Apply to Frontier Community College at www.iecc.edu/apply .
2. Access and view the Medical Laboratory Technician Program information session online.
3. Once the information session has been completed, print out the verification form to submit to the MLT academic advisor.
4. Complete and submit an MLT Program application to the MLT academic advisor no later than April 1st.
5. Schedule an appointment to meet with the MLT academic advisor to submit required documents, register for classes, and discuss the ranking process.
6. Students will be emailed of their acceptance into the MLT Program.
7. All students accepted into the MLT Program must attend a mandatory MLT orientation session.

The Program will start in the Fall semester of the year of acceptance.

Compliance records will be verified and maintained by the MLT faculty. Students are responsible for keeping their immunization and health records current. Health record information will be provided to clinical affiliate sites during the clinical rotations portion of the curriculum per site for specific policies for clinical students.

APPLICANT RANKING SYSTEM

Students are ranked based on:

1. Cumulative GPA of all colleges attended
2. Accuplacer scores

Students receive extra points in the ranking system based on:

1. Completion of the following courses prior to starting the MLT Program:
 - a. HAP I
 - b. HAP II
 - c. Chem I
 - d. Chem II
 - e. General Microbiology
2. Points will be given according to the student's grade in each course.
 - a. A= 3 points
 - b. B = 2 points
 - c. C = 1 point

The top 20 students with the highest-ranking scores will be admitted into the MLT Program. In the case that there is a tie for the last spot, the date of application will be considered. The student who applied earliest will receive the spot.

MEDICAL LABORATORY TECHNICIAN (MLT) DEGREE OUTLINE

Pre-requisites:

HEA 1225	Introduction to Medical Terminology	3
LSC 1101	General Biology I	4

Fall Semester

MLT 1202	Serology/Immunology	2
LSC 2111	Human Anatomy & Physiology I	4
LSC 2110	General Microbiology	4
CHM 1130	General Chemistry I	3
CHM 1131	General Chemistry I Lab	2
MLT 1201	Introduction to Clinical Lab	<u>2</u>
		17

Spring Semester

MLT 1205	Clinical Microbiology	3
CHM 1132	General Chemistry II	3
CHM 1133	General Chemistry II Lab	2
LSC 2112	Human Anatomy & Physiology II	4
MLT 1210	Hematology & Hemostasis	<u>3</u>
		15

Summer Semester

ENG 1111	Composition I <u>OR</u> English Elective	3
SPE 1101	Fundamentals of Effective Speaking <u>OR</u>	
SPE 1111	Interpersonal Communications	<u>3</u>
		6

Fall Semester

MTH 1151	Finite Mathematics <u>OR</u> Math Elective	3
MLT 2201	Immunohematology	4
MLT 2220	Clinical Chemistry	3
MLT 2205	Clinical Rotation I	3
MLT 2202	Adv Hematology & Hemostasis	<u>3</u>
		16

Spring Semester

MLT 2215	Clinical Rotation II	3
MLT 2221	Advanced Clinical Chemistry	3
MLT 2225	Advanced Clinical Microbiology	3
MLT 2230	Professional Seminar	2
GEN 2297	Employment Skills	1
PSY 1101	General Psychology	<u>3</u>
		15

Total 69 credits

MLT PROGRAM COURSE DESCRIPTIONSMLT 1201 – Introduction to Clinical Lab**Credit Hours: 2**

Introductory course into the medical laboratory technician profession. This course provides the fundamentals needed in the clinical laboratory including safety, basic laboratory mathematics, quality assessment, troubleshooting, and manual/automated methodologies and instrumentation. This course provides an essential overview of information and the opportunity for developing technical competencies needed for the medical laboratory profession. PREREQUISITE: NONE. Lecture/Lab.

MLT 1202 – Serology/Immunology**Credit Hours: 2**

Introductory course into the theoretical principles and procedures of serology/immunology and those applications relevant to the medical laboratory. Clinical correlations including quality control testing are included in both lecture and laboratory. Included in this course are simulated phlebotomy experiences. This course provides an essential overview of information, as well as the opportunity for developing technical competencies needed for clinical rotation and for those entering the medical laboratory profession. PREREQUISITE: NONE. Lecture/Lab.

MLT 1205 – Clinical Microbiology

Credit Hours: 3

Introductory course into the principles and procedures of medical microbiology with emphasis on pathogens commonly found in the medical laboratory. Taxonomy, identification, culture methods, and antibiotic susceptibility test procedures will be covered in this course. Quality control and clinical correlation will be used to connect learned material with real life applications. PREREQUISITE: Grade of C or better in LSC 2110 General Microbiology, MLT 1201 Introduction to Clinical Lab. Lecture/Lab.

MLT 1210 – Hematology & Hemostasis

Credit Hours: 3

Introductory course into the theoretical principles and procedures of hematology, hemostasis, and body fluid analysis. Clinical correlations including quality control testing are included in both lecture and laboratory. This course provides essential overview information, as well as an emphasis on the basic procedures performed in most medical laboratories as well as their uses in the diagnosis and follow-up to hematological and coagulation disorders. PREREQUISITE: Grade of C or better in MLT 1201 Introduction to Clinical Lab and LSC 2111 Human Anatomy & Physiology I. Co-requisite: LSC 2112 Human Anatomy & Physiology II. Lecture/Lab.

MLT 2201 – Immunohematology

Credit Hours: 4

Introductory course into the theoretical principles and procedures of immunohematology and those applications relevant to the medical laboratory. Clinical correlations including quality control testing are included in both lecture and laboratory. This course provides essential overview information, as well as the opportunity for developing technical competencies in blood banking needed by the medical laboratory professional. PREREQUISITE: Grade C or better in MLT 1201 Introduction to Clinical Lab, MLT 1202 Serology. Lecture/Lab.

MLT 2202 – Adv Hematology & Hemostasis

Credit Hours: 3

This course is a continuation of MLT 1210 Hematology & Hemostasis with emphasis on theory, procedures, and practical application of hematology, coagulation, and body fluid analysis testing. Clinical correlations including quality control testing are included. This course provides information on the procedures performed in most clinical laboratories as well as their uses in the diagnosis and follow up to hematological and coagulation disorders, as well as disorders associated with diseased body fluid states. PREREQUISITE: Grade of C or better in MLT 1210 Hematology & Hemostasis. Lecture/Lab.

MLT 2220 – Clinical Chemistry

Credit Hours: 3

Introductory course into the theoretical principles and procedures of clinical chemistry and those applications relevant to the medical laboratory. Clinical correlations including quality control testing are included in both lecture and laboratory. Emphasis is on student performance of clinical chemistry procedures used in diagnosis of human disease, disease processes, laboratory safety, instrumentation, and clinical data evaluation. This course provides an essential overview of information, as well as the opportunity for developing technical competencies needed for clinical rotation and for those entering the medical laboratory profession. PREREQUISITE: Grade of C or better in CHM 1130 General Chemistry I, CHM 1132 General Chemistry II. Lecture/Lab.

MLT 2221 – Advanced Clinical Chemistry

Credit Hours: 3

This course is a continuation of MLT 2220 Clinical Chemistry with emphasis on pathophysiology and testing related to liver function, endocrine function, toxicology testing, therapeutic drug monitoring, tumor markers, cardiac

markers, blood gases, and body fluid analysis. PREREQUISITE: Grade C or better in MLT 2220 Clinical Chemistry. Lecture/Lab.

MLT 2205 – Clinical Rotation I

Credit Hours: 3

This course is an introductory, structured, off-campus clinical laboratory experience under the guidance of qualified medical laboratory professionals. Students receive individualized training and practical experience to develop professional attitudes, competencies, and analytical skills. PREREQUISITE: Grade of C or better in MLT 1205 Clinical Microbiology, MLT 1202 Serology/Immunology, MLT 1201 Introduction to Clinical Lab, MLT 1210 Hematology & Hemostasis. Lab.

MLT 2215 – Clinical Rotation II

Credit Hours: 3

This course is a continuation of MLT 2205 Clinical Rotation I to enhance technical skills along with clinical applications in the disciplines of immunohematology, urinalysis, hematology, microbiology, chemistry, serology, and hemostasis. PREREQUISITE: Grade of C or better in MLT 1205 Clinical Microbiology, MLT 1202 Serology/Immunology, MLT 1201 Introduction to Clinical Lab, MLT 1210 Hematology & Hemostasis, MLT 2201 Immunohematology, MLT 2220 Clinical Chemistry, and MLT 2205 Clinical Rotation I. Lab.

MLT 2225 – Advanced Clinical Microbiology

Credit Hours: 3

This course continues with MLT 1205 Clinical Microbiology, which includes principles and procedures of medical microbiology emphasizing acid fast organisms, viruses, fungi, and parasites. Taxonomy, identification, and culture methods will be covered in this course, and common diseases caused by microorganisms by anatomical sites will be discussed. Quality control and clinical correlation will be used to connect learned material with real life applications. PREREQUISITE: Grade of C or better in MLT 1205 Clinical Microbiology. Lecture/Lab

MLT 2230 – Professional Seminar

Credit Hours: 2

This course is a review of all the major disciplines of the clinical laboratory. Professional and ethical issues concerning the medical laboratory technician are discussed. PREREQUISITE: Grade of C or better in MLT 1205 Clinical Microbiology, MLT 1202 Serology/Immunology, MLT 1201 Introduction to Clinical Lab, MLT 1210 Hematology & Hemostasis, MLT 2201 Immunohematology, MLT 2220 Clinical Chemistry, MLT 2205 Clinical Rotation I. Lecture.

EMAIL

Illinois Eastern Community Colleges provides email accounts to students to be used for sharing information. Students are responsible for checking their student email regularly. MLT faculty will only communicate with students through their IECC email account.

STUDENTS TRANSFERRING TO IECC/TRANSFER CREDIT POLICY

The acceptance of credits earned at post-secondary institutions outside Illinois Eastern Community College District 529 shall be determined by an evaluative process administered by the registrar or designee. Official transcripts of students transferring credit to IECC toward a degree or certificate can be evaluated if the credit was earned from a post-secondary institution accredited (and in good standing) by an institutional accreditation agency recognized by

the U.S. Department of Education. Regulations such as GPA will be considered when transferring credits. Students requesting transfer credits will need to meet with an advisor to determine eligibility.

Students transferring to IECC must earn at least sixteen (16) semester hours at IECC to meet graduation requirements for the MLT degree.

ACADEMIC CALENDAR

The IECC academic calendar can be found at www.iecc.edu/academiccalendar.

PROGRAM COMPLETION CRITERIA

Upon recommendation from the faculty, staff, and chancellor, students who meet the general requirements and successful completion of the didactic, laboratory, and clinical rotation requirements of the Medical Laboratory Technician Program will be granted an Associate of Applied Science degree by the IECC Board of Trustees. It is the student's responsibility to know and follow the requirements of the curriculum and the rules governing academic work. No IECC official or faculty member can relieve a student of this responsibility.

To graduate, all students must:

1. Successfully complete all the prescribed requirements of the Medical Laboratory Technician Program with a "C" or better.
2. Earn, at a minimum, 16 credit hours at IECC.
3. Earn a cumulative grade-point average of at least 2.0.
4. Satisfy all IECC financial obligations.
5. Fulfill any outstanding requests for records.
6. Complete application for graduation and pay the required fee.

CERTIFICATION

Students who graduate from the Medical Laboratory Technician Program are eligible to sit for a National Certification Exam to become a Certified Medical Laboratory Technician. Certification is not a graduation requirement, and it does not guarantee employment. All information about certification exams is available on the following websites.

American Society for Clinical Pathology Board of Certification: <http://www.ascp.org>
American Medical Technologists: <http://americanmedtech.org>

PROGRAM ACCREDITATION

The MLT Program is accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), 5600 N. River Rd. Suite 720, Rosemont, IL 60018-5119; telephone: 773-714-8880; <http://www.naacls.org>

ETHICAL-LEGAL RESPONSIBILITIES

ASCLS CODE OF ETHICS

Medical Laboratory Technician students will adhere to the American Society for Clinical Laboratory Science (ASCLS) Code of Ethics. The Code of Ethics can be viewed at the following link: <https://ascls.org/code-of-ethics/>

Preamble

The Code of Ethics of the American Society for Clinical Laboratory Science (ASCLS) sets forth the principles and standards by which Medical Laboratory Professionals and students admitted to the professional education programs practice their profession.

I. Duty to the Patient

Medical Laboratory Professionals' primary duty is to the patient, placing the welfare of the patient above their own needs and desires and ensuring that each patient receives the highest quality of care according to current standards of practice. High quality laboratory services are safe, effective, efficient, timely, equitable, and patient-centered. Medical Laboratory Professionals work with all patients and all patient samples without regard to disease state, ethnicity, race, religion, or sexual orientation. Medical Laboratory Professionals prevent and avoid conflicts of interest that undermine the best interests of patients.

Medical Laboratory Professionals are accountable for the quality and integrity of the laboratory services they provide. This obligation includes maintaining the highest level of individual competence as patient needs change yet practicing within the limits of their level of practice. Medical Laboratory Professionals exercise sound judgement in all aspects of laboratory services they provide. Furthermore, Medical Laboratory Professionals safeguard patients from others' incompetent or illegal practice through identification and appropriate reporting of instances where the integrity and high quality of laboratory services have been breached.

Medical Laboratory Professionals maintain strict confidentiality of patient information and test results. They safeguard the dignity and privacy of patients and provide accurate information to patients and other health care professionals. Medical Laboratory Professionals respect patients' rights to make decisions regarding their own medical care.

II. Duty to Colleagues and the Profession

Medical Laboratory Professionals uphold the dignity and respect of the profession and maintain a reputation of honesty, integrity, competence, and reliability. Medical Laboratory Professionals contribute to the advancement of the profession by improving and disseminating the body of knowledge, adopting scientific advances that benefit the patient, maintaining high standards of practice and education, and seeking fair socioeconomic working conditions for members of the profession.

Medical Laboratory Professionals accept the responsibility to establish the qualifications for entry to the profession, to implement those qualifications through participating in licensing and certification programs, to uphold those qualifications in hiring practices, and to recruit and educate students in accredited programs to achieve those qualifications.

Medical Laboratory Professionals establish cooperative, honest, and respectful working relationships within the clinical laboratory and with all members of the healthcare team with the primary objective of ensuring a high standard of care for the patients they serve.

III. Duty to Society

As practitioners of an autonomous profession, Medical Laboratory Professionals are responsible for contributing their sphere of professional competence to society's general well-being. Medical Laboratory Professionals serve as patient advocates. They apply their expertise to improve patient healthcare outcomes by eliminating barriers to access to laboratory services and promoting equitable distribution of healthcare resources.

Medical Laboratory Professionals comply with relevant laws and regulations pertaining to the practice of Clinical Laboratory Science and actively seek to change those laws and regulations that do not meet high standards of care and practice.

PLEDGE TO THE PROFESSION

As a Medical Laboratory Professional, I pledge to uphold my duty to Patients, the Profession and Society by:

- Placing patients' welfare above my own needs and desires.
- Ensuring that each patient receives care that is safe, effective, efficient, timely, equitable, and patient-centered.
- Maintaining dignity and respect for my profession.
- Promoting the advancement of my profession.
- Ensuring collegial relationships within the clinical laboratory and with other patient care providers.
- Improving access to laboratory services.
- Promoting equitable distribution of healthcare resources.
- Complying with laws and regulations and protecting patients from others' incompetence or illegal practice.
- Changing conditions where necessary to advance the best interests of patients.

PROFESSIONAL, ETHICAL, AND ACADEMIC STANDARDS

Technical skills, knowledge, honesty, and integrity are the foundations that medical professionals and their patients depend on. Medical Laboratory Technicians add to those attributes' careful attention to detail, accuracy, and precision. Producing reliable and quality test results is the goal of the medical laboratory. Educators are responsible for producing students that are ethical and well-trained. Therefore, in addition to the technical curriculum, the Medical Laboratory Technician Program emphasizes professional ethics, attitudes, and technical skills.

The MLT Program will dismiss students who demonstrate unacceptable behavior such as plagiarism, falsifying lab results, destroying or misusing equipment in the classroom or at the clinical site, or failing to adhere to safety policies. Students are expected to behave ethically and responsibly with other students, faculty, administrators, community professionals, equipment, and supplies.

Students are encouraged to seek help from their instructors and their advisors when academic problems arise.

MLT Program faculty members are responsible for facilitating the students' clinical performance, academic, and professional development. Faculty members are responsible for being aware of student conduct and discussing inappropriate professional behavior with the student. Faculty can offer academic assistance or recommend remedial strategies. Students are expected to read course materials and complete course work on time.

Unprofessional behavior or poor academic performance in either general education or program specific courses can result in dismissal from the Program.

Academic performance standards require students to maintain a minimum cumulative 2.5 GPA or greater, and individual course grades may not fall below a “C” to progress through the Program. Because the program courses are sequential, students will not be allowed to progress to the next semester without successfully completing the preceding semester requirements and will, in turn, be dismissed from the Program if unable to maintain minimum standards of performance. Students must achieve a cumulative GPA of 2.5 or more to graduate from the Program. In addition, students must successfully complete all clinical rotation requirements.

All MLT students are subject to the rules of student conduct and academic regulations as published in this handbook, the [Academic Catalog](#), and the [FCC Student Handbook](#).

AI Technology

Students enrolled in Health Profession programs are expected to complete course assessments in a testing environment consistent with professional licensure examinations. Therefore, testing procedures may include restrictions on personal items, electronics, wearable technology, and other materials that could compromise examination security. Faculty may implement reasonable testing security measures to maintain an environment consistent with professional testing standards. Failure to comply with testing security procedures may result in removal from the testing environment and referral under the College’s academic integrity policies.

The use or possession of any device capable of recording, transmitting, receiving, or assisting with examination content is strictly prohibited. This includes but is not limited to smart glasses (such as Meta/Ray-Ban glasses), smart watches, recording devices, AI-enabled wearable devices, wireless earbuds, or any other technology capable of accessing artificial intelligence tools, storing information, or transmitting examination content. Possession or use of such devices during an assessment may be considered a violation of academic integrity policies.

IECC ACADEMIC INTEGRITY POLICY

Responsibility and integrity are values Illinois Eastern Community Colleges (IECC) considers essential in achieving its mission to provide exceptional education. As such, IECC expects students to demonstrate the highest standards of academic integrity. Students are expected to be honest in their academic endeavors and responsible for their own work.

Faculty and academic support service staff will take reasonable precautions to prevent academic dishonesty and are authorized to establish specific guidelines consistent with this policy to communicate expectations. IECC’s Student Code of Conduct includes examples of prohibited conduct; course syllabi may additionally be used to alert students to specific violations. Disciplinary actions and the appeal process follow the protocol outlined in the [Student Code of Conduct](#).

ALCOHOL-FREE/DRUG-FREE CAMPUS POLICY

The Medical Laboratory Technician Program adheres to the Illinois Eastern Community College District 529 Alcohol-free/Drug-free Campus Policy:

In accordance with the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988, the Board of Trustees of Illinois Eastern Community Colleges (IECC) is committed to providing a college environment free of substance abuse. Measures taken to support this commitment include: 1) Drug and alcohol abuse awareness, prevention, and treatment initiatives. 2) Prohibiting the unlawful manufacture, sale, distribution, possession, or use of alcohol and use/misuse of drugs while on IECC property or while performing/participating in

an IECC-sponsored/related off-site event or function. The complete policy and available resources can be found at www.iecc.edu/drugfree.

Cannabis

Although marijuana is legal under Illinois state law, it remains illegal under federal law. The College therefore prohibits the possession or use of cannabis, cannabis products, or any substances containing THC (tetrahydrocannabinol) on campus or at any College-sponsored event. This prohibition applies to all students, including those participating in clinical education experiences. This restriction includes individuals who possess a valid medical marijuana card. Drug screens must be negative for marijuana or THC regardless of medical marijuana status.

Students enrolled in health professions programs must meet the requirements of clinical agencies that provide clinical education experiences, many of which operate under federal regulations and drug-free workplace policies in accordance with the Drug-Free Workplace Act of 1988 and Centers for Medicare & Medicaid Services (CMS) regulations. These agencies require drug screening results that are negative for all federally prohibited substances, including marijuana and THC, and may deny clinical placement to students who do not meet these requirements. Because clinical education is required for program completion, a positive drug screen may prevent progression in or completion of the program. In addition, substances containing THC may impair judgment, coordination, and clinical decision-making, compromising patient safety. For these reasons, students must maintain drug-free status and produce negative drug screening results for marijuana or THC regardless of medical marijuana authorization. Failure to meet these requirements will result in dismissal from the program.

ACADEMIC STANDARDS

ESSENTIAL FUNCTIONS OF MEDICAL LABORATORY TECHNICIANS

To successfully participate in a medical laboratory technician educational program, students must be able to comply with Program-designated essential functions, or request reasonable accommodations to execute the following essential functions:

Critical Thinking: Ability to adequately judge clinical data and situations

- Identify cause-effect relationships as they pertain to the laboratory
- Display adequate problem solving
- Consider all outcomes of solutions
- Make sound judgements and in return, be able to defend those judgements
- Organize workload and manage time

Interpersonal: Ability to interact with people from varying backgrounds

- Work together as a team in the laboratory and with other health care professionals
- Work in culturally diverse environments
- Be honest
- Critically evaluate own performance, accept constructive criticism, and be responsible for improving own performance
- Be ethical
- Show compassion

Communication: Ability to communicate effectively

- Read and understand technical and professional materials
- Follow verbal and written instruction
- Converse with patients effectively and confidentially about lab tests
- Clearly instruct patients on specimen collection

Physical: Ability to perform laboratory duties

- Move safely and freely throughout the laboratory
- Ability to stand or sit for extended periods of time and perform moderately taxing continuous physical work
- Reach benchtops, shelves, and patients needing blood drawn

Gross and Fine Motor: Ability to use motor skills to safely perform laboratory procedures

- Maneuver phlebotomy equipment to collect specimens from patients
- Exhibit dexterity with small laboratory equipment and ability to adjust instruments to perform laboratory procedures
- Operate computer keyboard to submit test results

Visual: Ability to adequately discern visually to perform laboratory procedures

- Observe laboratory specimens and instrumentation
- Differentiate color, consistency, and clarity of patient samples and reagents used during testing
- Distinguish small detail
- Read and comprehend text, numbers, and graphs

Work in High Stress Situations: Ability to respond to stress in a controlled manner

- React calmly to emergencies and high workload situations
- Communicate need for help when personal stress level gets too high
- Make realistic goals
- Establish priorities when performing multiple tasks

Adapted from: Fritsma, G.A., Fiorella B. J., and Murphey, M. Essential Requirements for Clinical Laboratory Science. CLS 1996. Vol. 9, pp 40-43

ATTENDANCE

Students are expected to meet industry standards of attendance and punctuality and are expected to be present and on time every day, except in cases of illness, to receive maximum benefit from the courses. Students are expected to be prepared, on time, and participate in the learning process for all classes, labs, and clinical rotations. Students must inform the MLT instructor at least 15 minutes before class if they are going to be late or absent by calling or sending a text. If absent, the student is responsible for material presented in class during the absence.

Failure to contact the instructor and/or clinical site of an absence (no call/no show) will result in immediate probation. A second “no call/no show” will result in dismissal from the Program.

- Unexpected Absences or Tardiness: It is the student’s responsibility to notify the course instructor or clinical rotation instructor prior to the absence or tardiness when possible. If prior notification is not possible, the instructor needs to be notified as soon as possible.
- Expected Absences or Tardiness: Students should schedule personal business, vacation, job interviews, and medical or dental appointments during times when they are not in class or clinical rotation when at all possible.

Please note that extended illness, death in the immediate family (parents, spouse, children, and grandparents), and legal circumstances will be considered on an individual basis by the MLT faculty. Students must inform the MLT Program Director as soon as possible to coordinate a plan to make up for the missed material.

PROBATIONARY STATUS

A student who has demonstrated unsatisfactory academic, professional, or ethical performance in an MLT course or clinical rotation may be placed on a probationary status for a specified period related to the nature of the offense. The Program Director will develop a probationary contract that outlines the offense, consequences, and terms of the probation. Grievances, complaints, and appeals will be honored in compliance with Program policies and procedures.

GRIEVANCE/APPEAL PROCEDURES

IECC is committed to providing students with an avenue to voice concerns or grievances. This policy provides for the prompt and equitable resolution of student complaints. It is not applicable to, nor does it supplant, complaints governed by other IECC policies and procedures.

Students are encouraged to seek resolution, as soon as possible, through informal communication with the appropriate individual(s). When a resolution is not resolved informally, a formal written complaint may be filed. See www.iecc.edu/studentcomplaint for information on filing a written complaint and links to other policies with their own grievance processes.

DISMISSAL FROM PROGRAM

Dismissal is the discontinuation of the student from the MLT Program at Illinois Eastern Community Colleges. Dismissal may be immediate or after failure to satisfactorily complete a probationary contract.

A student may be dismissed from the MLT Program for, but not limited to, the following reasons:

- Failure to maintain professional, ethical, or academic standards as outlined in the MLT student handbook.
- Failure to adhere to the attendance standards as outlined in the MLT student handbook.
- Unethical conduct is based on any behavior which shows poor judgment, endangers or discredits individuals, the profession, or the department.
- Academic dishonesty and other prohibited conduct outlined in the Student Code of Conduct.

- Failure to maintain physical or mental health in accordance with the essential functions of a medical laboratory technician.
- Violation of a critical area of concern, described below.

Critical Areas of Concern

Critical areas of concern include any actions or inactions on the part of the student that increase the risk of or exposure to loss, harm, death, or injury of the patient.

Critical concerns include, but are not limited to, the following:

1. Theft from patients, visitors or agency employees, or the unauthorized removal of supplies, drugs or other property from the premises of the agency.
2. Alteration, falsification, or destruction of any agency records.
3. Refusal to perform assignments at the clinical agency for any reason.
4. Refusal to follow directions of the instructor or appropriate agency personnel.
5. Refusal to follow facility policies and procedures for any reason.
6. Reporting to the agency site while under the influence of alcohol and/or controlled substances, drugs, or having possession of same on agency property.
7. Departure from the assigned department or the facility during scheduled laboratory hours without authorization.
8. Willful conduct which could endanger patients, visitors, or others.
9. Making false, vicious, or malicious statements concerning the agency, its employees, or its services.
10. Use of abusive, threatening, or profane language, or gestures on agency premises.
11. Willful, deliberate, violation of or disregard for the agency's safety and security, and its rules and policies.
12. Solicitation or acceptance of gifts or gratuities from patients, their significant others or vendors.
13. Neglect of duty or incompetence either in quantity or quality of work.
14. Breach of confidentiality of the patient, significant others, or of the agency and its employees.
15. Evidence of disregard or disrespect of the rights of patients or others, or of the agency and its employees.
16. Witnessed incivility towards peers, staff, or instructors.

Such actions or inactions will result in the student being immediately relieved of the assignment, followed by a faculty review and possible dismissal from the Program.

The decision to dismiss a student from the MLT Program related to a violation of the Critical Areas of Concern belongs to the Dean of Health Professions.

If a student is dismissed from the MLT Program related to a Critical Area of Concern violation, the student will not be permitted to pursue readmission.

The student has the right to appeal according to the student's complaint policy.

READMISSION

Students seeking readmission due to a course failure or because they have withdrawn from the Program previously must request readmission before their application can be accepted.

The petitioning process must be completed at least sixty (60) days before the semester of readmission.

- For entry into the Spring semester, all other admission requirements must be met on or before the official Fall withdrawal date.
- For entry into the Fall semester, all admission requirements must be met by the application deadline.

These statements apply:

- Any student who withdraws, fails, or is dismissed from a required MLT or concurrent general education course may file a petition for readmission one time.
- Readmission will be granted only if the student's prior performance does not indicate a lack of capability to complete the course of study in the Program and/or college.
- Petitioners must meet the current college and program admission and ranking requirements.
- A petition for readmission must include a description of circumstances that adversely affected the petitioner's ability to meet the academic standards of the Program and/or the college.
- Readmission is based on space availability, provided that the student has an overall college GPA of 2.50 or higher and is not guaranteed in any semester.
- The student seeking readmission within one year must demonstrate retention of previously learned skills and knowledge. MLT courses that have been completed previously by the student seeking readmission will not need to be retaken, but exams or similar assessments in areas previously completed may be given to prove competency.

The student will not be allowed to readmission if they are dismissed or withdrawn from the MLT Program due to disciplinary action.

The student's petition and completed requirements will be reviewed by the Academic Standards Committee. Petition approval does not guarantee re-admittance to the Program. If a written petition is denied by the Academic Standards Committee, the petitioner may request a personal appearance before the Academic Standards Committee according to IECC policy.

WITHDRAWAL POLICY

IECC Policy

Unforeseen circumstances or changes in plans may lead to necessary modifications to a student's schedule. Adding, dropping, or withdrawing a course is the responsibility of the student and must be initiated during specifically set forth days in the manner established by Illinois Eastern Community Colleges (IECC). Related dates and deadlines are published at www.iecc.edu/semesterdates. While the responsibility to drop or withdraw a course is the student's, there are limited instances when an administrator may initiate this action. See more at www.iecc.edu/withdrawalpolicy.

MLT Program Policy

MLT students shall inform the Program Director of their intention to withdraw from the Program and fill out appropriate forms. If a student withdraws from the MLT Program, the MLT faculty will determine if the student will be eligible to reapply in the future based on the extenuating circumstances surrounding the reason for withdrawing.

REFUND POLICY

Students may withdraw from courses during specifically set forth days as established by IECC. A refund of 100% of the tuition and fees will be made to a student who officially drops a course during:

- the first 10 business days of a 16-week course period
- the first 5 business days of an 8-week course period
- the proportionate time of any other course does not conform to a 16- or 8-week schedule.

There will be no refunds given after these dates.

See [Semester Dates and Deadlines](#) for current semester refund dates (16- and 8-week schedules). Contact the Records Office for questions or concerns regarding the refund period.

SAFETY**UNIVERSAL PRECAUTIONS**

All students must always use universal precautions when dealing with patients and patient samples. MLT students will adhere to the following policies regarding universal precautions and prevention of exposure to bloodborne pathogens:

1. Universal precautions will be observed at all times when meeting blood or other potentially infectious material. Potentially infectious materials include blood, semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva, or any other fluid or tissue that comes from the human body in the classroom and at clinical sites.
2. Recapping, bending, or breaking needles is prohibited in the classroom and at clinical sites.
3. In case of accidental contact with potentially infectious material, wash hands and/or other skin that has come into contact with the potentially infectious material with soap and water. If accidental exposure to mucous membranes occurs, flush with water immediately following contact.
4. Eating, drinking, smoking, applying cosmetics, applying lip balm, or handling contact lenses is prohibited in the laboratory (classroom and clinical site) due to the likelihood of being exposed to biohazardous material.
5. In the classroom and at clinical sites, procedures involving blood will be done in such a way as to avoid or bring to a minimum the chance of splashing, spraying, or production of aerosolized droplets of the infectious material.
6. Mouth pipetting of any substance is prohibited in all situations.
7. Proper PPE (personal protective equipment) must be used in the classroom and at the clinical site.

8. Potentially contaminated broken glass must not be picked up by hand. A broom and dustpan will be used to avoid accidental exposure to potentially infectious material.
9. Any spill or accidental exposure will be immediately reported to faculty or laboratory professionals in charge at the clinical site. The proper procedure for that facility will be followed.

BLOODBORNE PATHOGEN EXPOSURE

1. Students should immediately report to the instructor for any exposure or suspected exposure to bloodborne pathogens.
2. Students are expected to follow the bloodborne pathogen exposure protocol of the institution in which the incident occurred. The student will be responsible for physician, lab, and treatment costs for services rendered. Failure to follow protocol will result in removal from the Program.
3. Students will be responsible for meeting any prescribed follow-up care. The student will be responsible for all costs of treatment or services.

LATEX ALLERGY GUIDELINES

Latex allergies are a serious threat to health care workers as well as patients. Allergic reactions to latex may be mild, such as skin disturbances, to severe reactions resulting in death. Exposure to latex products may cause hypersensitivity response either locally or systemically. A systemic reaction may occur even with trivial exposure to latex and may result in cardiopulmonary arrest within minutes.

Latex-free gloves are used in the Medical Laboratory Technician Program. Latex-free gloves may be obtained from the course instructor if these are unavailable at the clinical rotation site.

The following guidelines are recommended by the Program to address potential incidences of acquired latex sensitivity by students:

Procedure:

1. Students should become knowledgeable of latex allergy causes and potential signs and symptoms.
2. Students should seek medical care for EARLY diagnosis and treatment of hand dermatoses and symptoms suggestive of latex allergy. Precautions recommended by the practitioner should be reported to the MLT Program Director.
3. Students should immediately report to the Clinical Supervisor or Program Director for actual, or suspected, latex allergic responses.

HEALTH AND SAFETY

In the first session of each introductory laboratory class, students will be given a safety orientation. Students complete MediaLab Inc. modules and participate in class discussion regarding personal protective equipment, safe handling of blood and other body fluids, proper waste disposal, etc. Students are provided with safety glasses (when needed), gloves, and lab coats and are not allowed to participate in lab without them.

If an accident occurs in the MLT classroom, the student(s) involved will be required to fill out an Incident Report. Further steps to be taken will be determined by the MLT instructor in charge. An Incident Report must be completed and sent to both the Dean of Health Professions and Chief Financial Officer within 24 hours of the incident.

Students will also participate in phlebotomy orientation. The students must show proficiency in phlebotomy through practice on model arms. Human arms will be used for students interested in furthering their skills. Faculty members closely supervise all phlebotomy sessions.

SAFETY EQUIPMENT

The following safety equipment and personal protective equipment is provided in student lab as well as each clinical affiliate per OSHA standards:

- Fire extinguisher
- Fire blanket
- Eyewash
- Shower
- Gloves
- Lab coats
- First aid kit

GUIDELINES & REGULATIONS FOR CLINICAL ROTATIONS

CLINICAL ROTATION OVERVIEW

The clinical rotation component of the Medical Laboratory Technician Program provides students with off-campus and hands-on experience in an affiliated medical laboratory. Clinical rotations are structured to provide exposure to all departments of a laboratory including general lab/phlebotomy/LIS, microbiology, serology, chemistry, urinalysis, blood bank, and hematology. Students spend 8 hours a day, two days a week, during the last two semesters of the Program, in a medical laboratory. Students work one-on-one with laboratory professionals to learn how to operate equipment and to apply knowledge learned in previous courses to real life situations. Students are not expected to perform MLT tasks without supervision. After students demonstrate competency, they will perform all tasks under direct supervision of qualified laboratory personnel. Course-specific clinical rotation objectives are provided to students and clinical sites.

Students are typically assigned to two clinical sites. This allows students to see how laboratories operate and are organized in diverse ways depending on the size of the facility, test catalog, and staff availability. Students will be assigned to a different clinical rotation site during each of the final two semesters of the Program, with students switching sites at the beginning of the new semester. Any deviations from this process are at the discretion of the MLT Program Director. Clinical rotations starting and ending times vary among clinical affiliate sites. Hours for the clinical rotations will be arranged in advance. Students are allowed for two 15-minute breaks and a one-half hour lunch break.

PHLEBOTOMY EXPECTATIONS

Because the opportunity to perform phlebotomy varies among our clinical sites and NAACLS does not require phlebotomy training the Medical Laboratory Technician Program at Illinois Eastern Community Colleges will not require students to perform phlebotomy as a graded function of their clinical rotation. We encourage affiliates to

provide students with several days of observation in phlebotomy. Students may perform phlebotomy under the supervision of a technologist, technician, or trained phlebotomist. The Program faculty encourages students to perform venipunctures; therefore, it is required that no less than 10 venipunctures be attempted during the student's tenure in the program. The goal of the students' phlebotomy experience is to gain an understanding of the pre-analytical process including patient identification, selection of anticoagulants, specimen labeling, receipt of specimens in the laboratory, and specimen distribution.

Students should not be expected to fill in for absent phlebotomists. Students should not be required to come in early or stay late to perform phlebotomy. If an opportunity exists where an affiliate desires to hire a student as a paid phlebotomist outside their clinical rotation hours, the affiliate may do so.

STUDENT PLACEMENT

Hospital affiliates are contracted to provide clinical rotation experiences for our students. However, they are under no obligation to take students for training. Every effort will be made to place all qualified students at an affiliated hospital. New affiliates may be added as needed to meet student enrollment demands, but there is no absolute guarantee of a student being placed at a specific site. Placement decisions will be made by the MLT faculty. Site assignments consist of a predetermined number of hours each week. Site supervision is provided by an NAACLS approved clinical coordinator. Students will receive clinical rotation placement assignments via email or in person. Transportation to affiliating agencies is the student's responsibility.

To be eligible for clinical rotations, students must have a cumulative 2.5 grade point average, have earned a "C" or better in all required courses for the Program, have completed all the prerequisite course work and filed the appropriate paperwork with the MLT Program Director.

WHEN CLINICAL ROTATION CANNOT BE GUARANTEED

The Program strives to maintain enough clinical rotation sites to accommodate a maximum of 20 students. The Program is always actively looking for additional sites willing to participate in clinical rotations.

Should a student be placed at a clinical site and that site withdraws from the Program for reasons such as staff vacancies, medical leave, or staff re-organization, the following procedure would take place in the order listed.

1. The student would be offered placement on any open professional practice site.
2. Current professional practice sites would be called upon to take an additional student.
3. Clinical sites, who have expressed interest in the past, would be contacted and recruited to join the Program and consider the student in question.

POLICIES AND PROCEDURES IN CASE OF INTERRUPTED CLINICAL ROTATION

In case of illness or other personal emergencies, the student should report to the Program Director, explaining the reason for interrupting clinical rotations. The Program Director, along with the clinical coordinator at the clinical site, will work together to arrange a later date in which the clinical rotation can be completed. If arrangements cannot be made to continue the clinical rotation at the original site, the Program Director will work with the student to find an alternative arrangement to complete clinical rotations.

ABSENCES & TARDINESS AT CLINICALS

Students are expected to attend all clinical rotation days. If a student becomes ill during clinicals, has a death in the family, or encounters other personal issues, the student is responsible for making up any missed time, hour for hour, upon approval of the clinical site and Program Director. It is the student's responsibility to let the clinical site/clinical coordinator know of any absences as soon as possible. Students who miss an excessive number of days during their clinical rotations run the risk of failing or being required to extend their rotation dates. The Program is not obligated to find a student at an alternate professional practice site if they are dismissed from clinical rotations for absenteeism or tardiness.

INCLEMENT WEATHER

In the event of inclement weather, students are still required to attend professional practice unless their own health and safety are jeopardized. In the event of a legitimate adverse weather event, the student will be responsible for making up the time, hour for hour. The professional practice site will decide when any necessary make-up time will take place.

SERVICE WORK

Students may not be substituted for laboratory employees or personnel to perform direct patient-related or reportable work during their clinical or applied learning experiences. At no time during clinical rotations shall students be required to perform service work without appropriate supervision by a qualified medical laboratory professional.

Students are not to be used as replacements for paid staff, and any service work performed by students is strictly noncompulsory. Clinical sites may offer students employment opportunities outside of regular school hours (e.g., evenings, weekends, or holidays); however, acceptance of such employment is entirely at the student's discretion. Students must not be pressured or coerced into working outside of scheduled educational hours, and clinical sites are under no obligation to employ students during or after their professional practice experience.

If a student accepts employment at a clinical site, school-related clinical hours and paid work hours must be clearly defined and kept separate to ensure compliance with educational objectives and program standards.

PATIENT CONFIDENTIALITY

While working in a clinical setting, students will be exposed to patient results and records. Medical laboratory professionals, including students, are expected to maintain strict confidentiality of patient information and test results as mandated by the Health Insurance Portability and Accountability Act (HIPPA). Students must complete the MediaLab, Inc. module on HIPPA compliance before beginning clinical rotations. Students should print the completion certificate and deliver it to the Program Director. Clinical sites may also require students to sign a confidentiality statement. Failure to maintain confidentiality of patient information may lead to termination of the student's clinical rotation.

DRESS AND APPEARANCE

Students are required to wear a standard black scrub set (matching top and bottom) and closed toe and closed back shoes. Students in clinical rotations must be compliant with the assigned site's dress code. Clothing should

always be pressed and clean with no unpleasant odors. Students should be aware of what happens to their clothing when they stretch, bend, lift, jump, and twist. Name badges must be worn during clinical rotations. The clinical rotation site will provide the student with a lab coat, gloves, goggles, and other necessary safety apparel.

Good body hygiene is expected. Heavy perfumes, cologne, and make up are discouraged. This is a common courtesy to those who may have allergies or sick individuals who can be nauseated by strong odors.

Jewelry must not interfere with laboratory work. There should be no dangling objects such as necklaces, earrings, or bracelets that could get caught in laboratory equipment. Ornamental rings are discouraged due to the possibility of harboring germs or causing holes in gloves. Students should note that many kinds of jewelry such as multiple earrings, tongue piercings, and nose rings do not contribute to professional appearance and may violate the site's own dress code. The clinical site's dress code must always be followed during clinical rotations. In general, wristwatches and wedding rings are the only permissible jewelry.

Hair, mustaches, and beards should be well-groomed, clean, and worn in a controlled style that avoids contamination. Length and style should not interfere with patient contact or performance of laboratory work. Long hair must be pulled back, especially when working around equipment with moving parts. This is for safety and infection control reasons.

Fingernails must be kept clean and should not be longer than 1/8" above the fingertips. Artificial nails, nail jewelry, and chipped nail polish are not allowed.

CELL PHONE USE

Social networking is not permitted during clinical rotations. Information about a patient in any context is a HIPAA violation. Discussing any clinical information on a social network site is a potential HIPAA violation.

If a social networking issue should arise during enrollment in the Program, the consequence could qualify as a critical area of concern violation and may result in dismissal from the Program.

Personal cell phone use during clinical experiences is prohibited except for breaks or lunch. Cell phones should be turned off or set to silent and put away during clinical rotations.

SUBSTANCE ABUSE AT CLINICAL ROTATION SITES

Any student who arrives at the clinical rotation site and is suspected of drug or alcohol use will not be allowed to continue the clinical rotation. The Instructor or Clinical Supervisor will ask the College or clinical site personnel to validate the student's behavior and/or odor of alcohol-like substances. If these individuals concur that the student may be influenced by drug or alcohol, they will be removed from the clinical rotation. If the student is determined to be under the influence of inappropriate drug use, the student will remain until arrangements can be made for transportation at home. The instructor will notify the Dean of Health Professions as soon as possible. The student will receive no credit for clinical rotation.

Inappropriate drug use means impaired ability to function safely in clinical rotation.

Prescribed medication may be used if judgment and/or coordination is not impaired.

The following actions will be taken for a student with suspected and/or confirmed drug/alcohol use:

1. The student will be required to have an evaluation by a substance abuse specialist and follow the recommended plan of care. This will be at the student's expense.
2. Each case will be reviewed by the Program Director and the Dean of Health Professions, who will decide on the student's continuation in the Medical Laboratory Technician Program.

PHYSICAL EXAMINATION AND IMMUNIZATIONS

Prior to the second year of the program, students must submit a completed physical exam form (completed by a physician of their choice), 10-panel urine drug screen, and an immunization record. Protective immunizations, such as an annual flu vaccine and TB testing are updated annually and/or as needed or required by the clinical site and the results maintained in the student file. Students are required to comply with any additional clinical site requirements. Cost of all vaccines and testing is at the student's expense.

Students refusing the flu vaccine are required to sign a Flu Vaccine Declination form stating that they understand that refusal of the vaccine may impact their ability to complete a clinical rotation and therefore, may impact their ability to complete program clinical requirements and potentially program completion.

Students should retain multiple copies of their immunization and physical examination records. The student must supply physical examination records, immunization records, and drug screen results to the clinical agency upon request.

Changes in health status, surgery, illness, or injury must be reported to the Program Director as soon as able. It is the student's responsibility, not the Program or Faculty's responsibility, to provide requested documentation to their assigned clinical facility.

BACKGROUND CHECKS AND URINE DRUG SCREENS

The Program requires all students to undergo a urine drug screen within 30 days (about 4 and a half weeks) before they begin clinical rotations to meet clinical affiliate requirements. In addition, many hospitals require any personnel working in their facility to undergo random drug testing, which would include students who participate in clinical rotations at the site. A positive drug test at any time in the Program, for any drug including marijuana, may be grounds for immediate dismissal from the Program. If a student fails a drug test before the clinical rotation, they will not be allowed to begin it. If a student fails a drug test during the clinical rotation, the site may terminate the student's clinical rotation. Failure of a drug test at any time may lead to dismissal from the Program.

All Medical Laboratory Technician students must complete a criminal background check before starting clinical rotations. An unsatisfactory background check may result in negation of admission or withdrawal from the Program. A change in student status during the Program which results in a criminal conviction may be grounds for dismissal or administrative withdrawal from the Program. **Students must report any incident which might result in a change in criminal history status to the Program Director within 5 days.** Failure to report a change in status is grounded for immediate dismissal from the Program. Students who do not give permission to conduct the criminal background check will not be allowed to participate in clinical rotations.

Students must sign a release form that will allow their criminal background check and drug screen to be shared with each clinical affiliate site before the start of the student's clinical rotations.

LIABILITY INSURANCE

Each student must carry out the Professional-Personal Liability Insurance Policy provided by IECC. The fees for this policy are paid at the start of the fall semester.

HEALTH INSURANCE

It is recommended that all MLT students carry their own personal health insurance. **Each student is responsible for their own health care costs including costs related to incidents occurring in the campus lab or clinical rotation sites.**

CONFIDENTIALITY OF STUDENT RECORDS

FERPA - Family Educational Rights and Privacy Act (500.11)

The Family Educational Rights and Privacy Act of 1974 (FERPA) is a federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

The rights afforded students under FERPA include:

1. The right to inspect and review education records
2. The right to request amendment of education records
3. The right to consent to disclose personally identifiable information contained in education records
4. The right to restrict the release of directory information
5. The right to file a complaint

Additional information can be found at www.iecc.edu/ferpa. For questions or requests related to students' education records, visit the Student Services Office.

All MLT Program student records will be kept locked in a file cabinet and will be treated confidentially. Students may request to review their own records. After the student graduates or withdraws from the Program, the files are moved to Student Services and stored or destroyed according to policy.

AFTER GRADUATION – GRADUATE SURVEY

The Program Director will maintain contact with all graduates for the first year after graduation to compile statistics and maintain NAACLS accreditation. Statistics for Certification Pass/Fail, employment rates, and student satisfaction with placement must be compiled and submitted yearly. Please make sure you have an up-to-date telephone number, address, and email address on file. You will be sent a survey electronically within the first year. These surveys are used to continuously improve the MLT Program.

TEACH OUT PLAN

In compliance with NAACLS requirements, the MLT Program maintains a teach-out plan in the event of program closure. Intentional closure of the program will be communicated to all students immediately, and a formal plan of operation will be submitted to NAACLS within 30 days of the decision.

If the college elects to permanently discontinue the program, no new students will be admitted; however, all currently enrolled students will be allowed to progress and complete the program as planned.

In the event of closure due to exceptional or uncontrollable circumstances (e.g., natural disaster), the following provisions apply:

- **Temporary Closure (Program Reopens Within 12 Months):**
Students will reenter the program and continue their progression as originally planned. Students should be prepared for potential temporary transitions to alternative instructional methods, including online content delivery, with additional information provided as it becomes available.
- **Permanent or Extended Closure (Program Does Not Reopen Within 12 Months):**
Every effort will be made to facilitate student transfer to other MLT programs within a 50-mile radius of Frontier Community College. NAACLS-accredited programs will be prioritized. Alternative clinical sites or temporary agreements may also be utilized to support timely program completion as close to the original graduation date as possible.

If closure occurs due to physical or natural disaster, students will be informed promptly of available options, including transfer opportunities or plans for continuation of their education.

CLINICAL ROTATION SITES

The Medical Laboratory Technician Program maintains affiliated clinical sites for student experiences in clinical rotations. The list may change as affiliates are added or dropped. These include the following:

Ascension St. Vincent, Evansville, Indiana
Carle Richland Hospital, Olney, Illinois
Clay County Hospital, Flora, Illinois
Crawford Memorial Hospital, Robinson, Illinois
Daviess Community Hospital, Washington, Indiana
Fairfield Memorial Hospital, Fairfield, Illinois
Farrell Hospital, Eldorado, Illinois
Gibson General Hospital, Princeton, Indiana
Good Samaritan Hospital, Vincennes, Indiana
Hamilton Memorial Hospital, McLeansboro, Illinois
HSHS-St. Anthony's Hospital, Effingham, Illinois
HSHS-St. Elizabeth's Hospital, O'Fallon, Illinois
Lawrence County Memorial Hospital, Lawrenceville, Illinois
Salem Township Hospital, Salem, IL
Sarah Bush Lincoln Health Center, Mattoon, IL
SSM-Good Samaritan Hospital, Mt. Vernon, Illinois
SSM-St. Mary's Hospital, Centralia, Illinois
Wabash General Hospital, Mt. Carmel, Illinois

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