



PARKVIEW HEALTH

OFFICE OF GRADUATE MEDICAL EDUCATION

Policy/Procedure

TITLE: Accommodation for Disabilities Policy	
PAGES: 4	REPLACES: N/A
EFFECTIVE DATE: 07.01.21	POLICY/PROCEDURE #:
REVIEWED DATE: 04.05.23	
REVISED DATE:	
(Please put an "X" before policy type that applies) - X INSTITUTION PROGRAM	

<p>SCOPE:</p> <p>This policy applies to all resident physicians training in a Parkview Health ACGME-accredited residency program.</p>
<p>PURPOSE:</p> <p>The purpose of this policy is to ensure Parkview Health will comply with all laws and regulations regarding accommodations for disabilities. This policy is written in compliance with the Accreditation Counsel for Graduate Medical Education (ACGME) requirements regarding Resident Services (IV.I):</p> <p>IV.I.4. Accommodation for Disabilities: The Sponsoring Institution (Parkview Health) must have a policy, not necessarily GME-specific, regarding accommodations for disabilities consistent with all applicable laws and regulations. (Core)</p>
<p>DEFINITIONS:</p> <p>The Americans with Disabilities Act (ADA) of 1990: a person with a disability is defined as someone with a physical or mental impairment that substantially limits one or more "major life activities." The ADA Amendments Act of 2008 (ADA-AA) expands the ADA definition of "major life activities" from walking, seeing, speaking, breathing, learning, working, etc. to also include eating, sleeping, standing, lifting, bending, reading, concentrating, thinking, as well as the "operation of a major bodily function." Transitory or minor conditions (< 6 months duration) do not qualify as a disability under the laws. Further information can be obtained from the ADA website.</p> <p>Reasonable Accommodation: A reasonable accommodation is a modification or adjustment to a job, an employment practice, or the work environment that makes it possible for a qualified individual with a disability to enjoy an equal employment opportunity.</p>
<p>POLICY:</p> <p>Parkview Health recruitment, selection, and employment of resident physicians for its Graduate Medical Education (GME) programs and employment will adhere to guidelines and policies set forth by both the Americans with Disabilities Act and the Accreditation Council for Graduate Medical Education (ACGME).</p> <p>All applicants for residency positions will be considered based on academic qualifications without regard to race, color, religion, national origin, age, weight, height, sex, sexual orientation, marital status, or disabilities. Qualified applicants must be able to perform the essential functions of his/her chosen medical specialty and may request a reasonable accommodation to do so.</p> <p>Parkview health will provide for all reasonable accommodation requests in compliance with the ADA.</p>



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The application of this policy to Parkview Health’s GME programs and the resident physicians and all matters pertinent to it will be subject to review and determination by Corporate Human Resources, Legal Affairs, and the Office of Graduate Medical Education.

PROCEDURE:

Reasonable accommodation in the Parkview Health GME programs applies to three aspects:

- To assure equal opportunity in the application process;
- To enable a qualified individual with a disability to perform the essential functions of a job; and,
- To enable a resident physician with a disability to enjoy equal benefits and privileges.

Examples of accommodations for GME may include acquiring or modifying equipment or devices; modifying training materials; making facilities readily accessible; modifying work schedules; and reassignment to a vacant position as eligible and permitted by the accrediting requirements of the program.

Reasonable accommodations, when necessary, will be made for current and future activities, but cannot be made retroactively to remove remediation, probation, or termination.

While the use of accommodations may enable the resident physician to better demonstrate his/her abilities, accommodations do not guarantee improved performance.

The resident physician must be able to successfully complete ALL requirements for the specialty as defined by the Accreditation Council for Graduate Medical Education (ACGME) Residency Review Committee (RRC) and the subspecialty board with the approved accommodations.

Application Process:

The Program Director, Designated Institutional Official, and Human Resources Department will work with the resident physician in the development and implementation of reasonable accommodations for a disability as defined in the Americans with Disabilities Act. It is the responsibility of a resident physician to communicate directly with the Program Director and request accommodations prior to starting the training program when possible. Documentation and additional testing may be required to validate that the individual is covered under the Americans with Disabilities Act as a disabled individual.



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When a request for accommodation, has been made, a Human Resources Department designee may meet with the resident physician, Designated Institutional Official, and Program Director to:

- Discuss the purpose and the essential functions of the job involved;
 - Completion of a step-by-step analysis may be necessary
- Determine the precise job-related limitation;
- Identify the potential accommodation and assess the effectiveness each would have in allowing the individual to perform the essential functions of the job;
- Provide a decision to the resident physician within a reasonable amount of time;
- Work with the resident physician to obtain technical assistance, as needed; and
- Select and implement the accommodation that is the most appropriate for both the individual and the employer.

An individual's accommodation preference will be given consideration. However, if there are several equally effective accommodations available, Parkview Health may choose the one that is less expensive or easier to provide.

LINKED/RELATED POLICIES:

<http://www.ada.gov>

REFERENCES/AUTHORITIES:

Institutional Requirements, Accreditation Council for Graduate Medical Education, effective July 2022.



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Reviewed/Approved	Date Approved
Graduate Medical Education Committee, GMEC	06.18.21

Name of Approving Entity	Date Approved
Parkview Health Governing Body for GME	06.18.21