

Policy MMC18	Accommodations for disabilities
Effective Date:	July 1, 2023
Reviewed/Revised Date:	
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Purpose

This policy addresses Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements IV.I.14. Accommodation for Disabilities

Scope

This policy applies to all ACGME-accredited residency and fellowship programs within Methodist Medical Center of Oak Ridge.

Policy

The Americans with Disabilities Act (ADA) of 1990 requires MMC to provide certain kinds of reasonable accommodation to qualified residents and fellows when necessary to provide an equal learning opportunity. Under the law, "reasonable" must be individually determined after an individual requests accommodation.

Procedure

1. A request for accommodation may be made at any time during residency training. In order for the resident to receive maximum benefit from his or her residency training time, a request for accommodation should be made prior to the start of training or as soon as possible after an event occurs that may affect a resident's ability to meet the non-academic standards.
2. To qualify for an accommodation, residents must identify themselves to their program director; declare the disability (or suspected disability) in writing; and request accommodation. It is also the resident's responsibility to obtain a thorough written evaluation from an appropriate professional, documenting the presence, extent, and ramifications of the disability. In addition, the documentation should explain what specific types of accommodation the evaluator believes might be most helpful in offsetting the effects of the disability to an acceptable extent in a GME environment. The goal at MMC is to provide equal opportunity without undermining the integrity of any training program.
3. The resident must obtain this evaluation at his or her own expense and arrange to have the evaluation form and all supporting documentation forwarded to his or her program director. There are instances for which an evaluation must have been completed within a few months or even weeks.
4. Disability information is considered private. All medical-related information will be kept confidential and maintained separately from other resident records. Faculty members do not have the right to access a resident's diagnostic information. Ordinarily, faculty members and other relevant staff need to know only the accommodations that are necessary to provide an equal opportunity for the residents.