NAME: DISABILITY ACCOMMODATION

PURPOSE: To provide Program Directors with appropriate guidelines regarding disability accommodations for applicants and residents/fellows.

POLICY: St. Christopher’s Hospital for Children (SCHC) is committed to complying fully with the Americans with Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified persons with disabilities. All employment practices and activities are conducted on a nondiscriminatory basis.

It is the responsibility of Program Directors to select individuals who are best qualified to complete the required residency training and who are most likely to become capable, skilled, well-rounded, and effective clinicians. Applicants and residents/fellows must have the knowledge and skills to function in a broad variety of clinical situations and to render a wide spectrum of patient care.

Reasonable accommodation is available for applicants and residents/fellows with disabilities who are otherwise qualified to do the essential functions of the job. Accommodation is viewed as a means of assisting individuals with disabilities to meet essential standards by providing them with an equal opportunity to participate in all aspects of the program. Reasonable accommodation is not intended to guarantee that residents/fellows will be successful in meeting the requirements of the program.

In the context of the Institutional and Program Requirements formulated by the Accreditation Council for Graduate Medical Education (ACGME), some disabilities cannot be accommodated, while others can be accommodated. Applicants and residents/fellows with questions about the ACGME’s Institutional and Program Requirements in relation to their disability are encouraged to discuss the issue of reasonable accommodation with the Program Director.

Reasonable accommodations may not:
- fundamentally alter the nature of the training program
- compromise the essential elements of the program
- cause an undue financial or administrative burden
- endanger the safety of patients, self or others

Upon the request of an applicant or resident/fellow, and provision of any requested information, reasonable accommodations may be provided, if appropriate. The Program Director working with the institutional
Designated Institutional Official (DIO) and other institutional representatives will determine whether requested accommodations are feasible and reasonable.

(GMEC reviewed and approved 9.11.17)