



## **GME TRAINEE ACCOMMODATION FOR DISABILITIES**

Policy Title: **GME Trainee Accommodation for Disabilities**

Policy Number:

Applies to: Trainees in ESFCOM Sponsored Training Programs

Date: 05/24/18

### **1.0 Policy Statement:**

The Elson S. Floyd College of Medicine (ESFCOM) policy to provide a standard procedure for ESFCOM residents on reasonable accommodation for disability. All qualified applications to an ESFCOM sponsored training program and all contracted Trainees are subject to Washington State University's policy that addresses federal and state laws (e.g. RCW 49.60) and regulations (e.g. WAC 357-26) regarding reasonable accommodations for persons with disabilities.

### **2.0 Definitions**

**Accreditation Council for Graduate Medical Education (ACGME):** The ACGME is responsible for the accreditation of post-MD medical training programs within the United States.

**Americans with Disabilities Act (ADA)** – Signed into law on July 26, 1990, the ADA is a wide-ranging civil rights law that prohibits, under certain circumstances, discrimination based on disability. It affords similar protections against discrimination to Americans with disabilities as the Civil Rights Act of 1964, which made discrimination based on race, religion, sex, national origin, and other characteristics illegal.

**Designated Institutional Official (DIO):** The individual in a sponsoring institution who has the authority and responsibility for oversight and responsibility of all of the ACGME-accredited programs.

**Disability** – A physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment.

**Qualified applicant:** For the purpose of this policy, a qualified applicant is one who meets the qualifications required by the recruiting training program.

**Reasonable accommodation** – A modification or adjustment to a job, the work environment, or the way things are usually done that enables a qualified individual with a disability to enjoy an equal employment opportunity. For example:

- a. Modifications or adjustments to a job application process that enable a qualified applicant with a disability to be considered for the position such qualified applicant desires; or

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- b. Modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position; or
- c. Modifications or adjustments that enable a covered entity's employee with a disability to enjoy equal benefits and privileges of employment; as are enjoyed by its other similarly situated employees without disabilities.

**Trainee:** a physician in training at an ACGME accredited graduate medical education program, the term includes Interns, Residents, and Fellows or other trainee enrolled in an educational program whose education falls under the purview of the ESFCOM Office of Graduate Medical Education.

### 3.0 Responsibilities

GMEC through the DIO, Appropriate Program Directors

### 4.0 Procedures

All Trainees are oriented to this policy: GME Trainee Accommodation for Disabilities and how to access ESFCOM/WSU policies and procedures. A copy of the policy is included in the Program and the Institutional Handbooks.

The Program Director and DIO are to be involved in all qualified applicant or currently contracted Trainee requests for accommodation for disability.

### 5.0 Related Policies

WSU, Business Policies and Procedures Manual, Personnel 60.21.1 Revised 04-09, Human Resource Services, 335-4521.

### 6.0 Key Search Words

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| Disability; Accommodation; ADA |
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### 7.0 Revision History

| Original Date of Approval | Policy number | Revision Date Approval |
|---------------------------|---------------|------------------------|
| May 24, 2018              |               |                        |

**Responsible Office:** GME Office

**Policy Contact:** DIO

**Supersedes:** N/A