

**STONY BROOK UNIVERSITY HOSPITAL
GRADUATE MEDICAL EDUCATION
POLICIES AND PROCEDURES**

POLICY: RESIDENT/FELLOW PHYSICIAN DISABILITY ACCOMMODATION

PURPOSE

To establish an institutional policy accommodating resident/fellow physicians with disabilities as mandated by the ACGME

A residency/fellowship program is a structured educational activity, comprising a series of learning experiences in Graduate Medical Education (GME) designed to conform to the program requirements of a particular specialty or subspecialty. A physician must possess the knowledge, skill and ability to function in a variety of clinical situations and to render a broad spectrum of patient care. All resident/fellow physician must meet the essential clinical as well as academic requirements of the post-graduate medical program, which include, but are not limited to:

- The intellectual, behavioral and social capacity to observe and communicate;
- Sufficient motor and sensory abilities to perform physical examinations and basic laboratory and diagnostic procedures;
- Emotional stability to exercise good judgment and to work effectively in stressful situations; and
- Intellectual ability to synthesize data and solve problems.

POLICY

Stony Brook University School of Medicine is committed to providing accessible facilities and fostering compliance with the Americans with Disabilities Act (ADA) as amended and applicable local, state and federal laws to make reasonable accommodations for residents with verified disabilities, unless such accommodations would impose undue hardship on the institution.

A disability is a physical or mental impairment that substantially limits one or more of the major life activities; i.e. speaking, breathing, caring for one's self, etc., a record of such an impairment, of being regarded as having such an impairment.

Any request for accommodation by a resident/fellow physician should be directed to the residency/fellowship program director and the Designated Institutional Official (DIO) who will review the request. The individual requesting an accommodation must provide documentation of the disability and the requested accommodation. Any requested accommodation and the supporting documentation will be assessed individually.

Requests for an accommodation that infringe on patient care, require unreasonable faculty support or resources, or infringe on the rights of other resident/fellow physicians to maintain a quality education environment, may not be granted. The

residency/fellowship program and the DIO will engage in a process to negotiate appropriate accommodation for the resident physician.

Accommodation, if granted, must be communicated to appropriate program director and faculty by the resident/fellow physician having been granted the accommodation

If an accommodation is denied or modified, an appeal may be requested within 15 business days and filed with the GME office.

Resident/Fellow is responsible for:

- Requesting the accommodation as well in advance as possible to evaluate needs;
- Provide adequate medical documentation upon request in a timely manner;
- Fulfilling his/her responsibilities in conjunction with an agreed upon accommodation; and
- Maintaining regular contact with DIO at least once during each rotation which requires accommodation to provide feedback on effectiveness of accommodation and discuss program needs.

GME is responsible for:

- Assisting with steps necessary to ensure program is in compliance with all local, state and federal laws;
- Notifying resident/fellow with disabilities of their rights and responsibilities;
- Receive and process accommodation requests providing response to resident within an appropriate timeframe;
- Protecting confidentiality of information received regarding resident's/fellow's disability; and
- Fulfilling responsibilities and ensuring faculty and staff awareness of their responsibilities in conjunction with the accommodation if approved.

Reviewed and Approved: March 23, 2009