ACCOMMODATION FOR DISABILITIES

The University of California, Riverside School of Medicine complies with the Americans with Disabilities Act (ADA) of 1990, as amended, which protects qualified applicants with disabilities from discrimination in hiring, promotion, discharge, pay, training, fringe benefits and other aspects of employment on the basis of disability. UCR SOM provides disabled, but qualified applicants and employees, reasonable accommodations that do not impose undue hardships on UCR SOM.

DEFINITION
The ADA defines a person with a disability as an individual who:
- Has a physical or mental impairment that limits one or more of the individual’s major life activities, such as caring for oneself, performing manual tasks, walking, speaking, seeing, hearing, breathing, learning or working;
- Has a record of such impairment, even if the individual no longer has the impairment; or
- Is regarded as having a substantially limiting impairment even though that individual is not actually impaired.

PROCEDURE
Residents who qualify as disabled based on the above definition must make their Program Director aware of the need for a possible accommodation, if this is necessary to maintain acceptable performance.

The Program Director shall determine which training functions are essential and then in collaboration with the resident shall determine the precise limitations of the individual and the potential reasonable accommodation(s). This interactive process will identify the aspects of the function and/or work environment which limit the individual’s ability to perform the task which requires accommodation. UCR SOM reserves the right to request documentation related to the disability, limitations and requested accommodation.

The Program Director shall notify the Designated Institutional Officer (DIO) in writing of any accommodations requested by an employee. The Program Director shall consult with the DIO to determine and implement an accommodation which is most effective for the UCR SOM and the employee. This accommodation shall not impose any undue hardship to UCR SOM.

This policy was approved by the Graduate Medical Education Committee on January 12, 2011.

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Designated Institutional Official