

UC Riverside, School of Medicine Policies and Procedures

Policy Title: Accommodation for Disabilities

Policy Number: 950-09-012

Responsible Officer:	Associate Dean for Graduate Medical Education
Responsible Office:	Graduate Medical Education
Origination Date:	03/16/11
Date of Revision:	01/10/16
Scope:	UCR SOM Graduate Medical Education

I. Policy Summary

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.

II. Definitions

The ADA defines a person with a disability as an individual who:

- A.** 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;
- B.** Has a record of such impairment, even if the individual no longer has the impairment; or
- C.** Is regarded as having a substantially limiting impairment even though that individual is not actually impaired.

III. Policy Text

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.

IV. Responsibilities


V. Procedures

VI. Forms/Instructions

VII. Related Information

VIII. Revision History


Approval(s):



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12-3-19

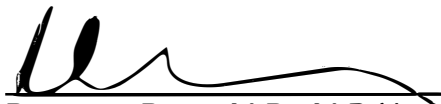
DATE



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