

UC Riverside, School of Medicine Policies and Procedures
Policy Title: Technical Standards for Admission and Graduation
Policy Number: 950-09-021

Responsible Officer:	Associate Dean for Graduate Medical Education
Responsible Office:	Graduate Medical Education
Origination Date:	04/14/2021
Date of Revision:	6/9/2021
Scope:	<p>All residents and fellows entering and continuing in an ACGME-accredited residency or fellowship training program at the University of California Riverside must meet all of the technical standards, with reasonable accommodation if necessary, and each resident/fellow will be expected to certify that he/she meets these standards.</p> <p>The UCR SOM Disability Resource Center may require that a resident/fellow candidate undergo an evaluation to ascertain whether these technical standards can be met with reasonable accommodation, if necessary.</p>

I. Policy Summary

Residents and fellows are expected to enter the practice of medicine within the context of post-graduate medical education. They must be able to assume the responsibility of safely and ethically providing care to patients. The university recognizes that federal and state laws prohibit discrimination against disabled applicants, and that otherwise qualified candidates may be able to meet the technical standards described in this document, if provided reasonable accommodation. It should be noted, however, that the use of a trained intermediary is not acceptable in situations where the candidate's judgment is impacted by the intermediary's powers of selection and observation. Thus, the use of personal aids, assistants, caregivers, readers, and interpreters may not be appropriate, particularly in clinical education settings. The UC Riverside Disability Services Center will work with the candidate in determining whether reasonable accommodations are available. Residents and fellows must meet a predetermined set of intellectual, physical, and behavioral/social requirements described below as technical standards.

II. Definitions

Technical Standards for the UC Riverside School of Medicine

A. Intellectual Abilities:

A resident or fellow candidate must have sufficient intellectual cognitive capacities to assimilate a large volume of technically detailed and complex information presented through formal lectures, small group discussions, individual teaching sessions, clinical teaching sessions and independent learning activities. He/she must be able to critically analyze such information, to identify relevant material and

appropriately apply such material to solve problems in a timely and effective manner. A candidate must be able to measure, calculate, analyze and synthesize data, appreciate three- dimensional spatial relationships among structures and logical sequential relationships among events. He/she must also be able to form and test hypotheses.

B. Physical abilities:

A resident or fellow candidate must be able to acquire a defined level of information as presented through demonstrations and experiential activities in the didactic and clinical settings. He/she must also be able to accurately observe a patient at a distance and close at hand, acquire information from written documents and visualize information presented in images from paper, films, slides or video. A candidate must be able to interpret radiological images, and other digital or analog graphic representations of anatomic, physiologic or pathologic data (such as ECGs). Such observation and information acquisition requires the functional use of visual, auditory, and somatic sensory functions.

A candidate must be able, after a reasonable period of training and experience, to communicate in an effective and sensitive manner with patients. The candidate must also be able, after a reasonable period of training and experience, to communicate with other health care providers effectively and efficiently in both oral and written forms and to in turn receive and understand oral and written communications.

A candidate must after a reasonable period of training and experience, possess the capacity to perform physical examination and diagnostic maneuvers including but not limited to palpation, percussion auscultation, digital rectal examination, pelvic examination and obtaining blood urine and other basic body fluid or tissue samples. He/she must be able to respond to emergency situations in a timely manner and provide general emergency care such as airway management, CPR, placement of intravenous catheters, simple wound repair, and basic obstetrical procedures. Such activities require physical mobility, coordination of both gross and fine motor neuromuscular function and balance and equilibrium.

C. Behavioral and social abilities:

A candidate must possess the emotional health, maturity, discipline, and professional attributes necessary for the competent practice of medicine. Certain characteristics are particularly crucial to the attainment of this competence. They include but are not limited to integrity, honesty, attendance and conscientiousness, empathy, a sense of altruism, and a spirit of cooperation and teamwork. The candidate must accept responsibility for learning, and exercise good judgment. He/she must be able to tolerate physically taxing workloads, function effectively under stress, adapt to changing environments, display flexibility, and manage the uncertainty inherent in the care of patients. The candidate must be able and willing to be physically present for all required educational activities.

D. Safety:

UC Riverside and the School of Medicine have a responsibility to consider the safety of patients and others. Should a candidate pose a direct threat to the health or safety of patients or others, he/she subject to disciplinary action.

III. Policy Text

All housestaff entering and continuing in the GME program must meet all of the technical standards, with reasonable accommodation if necessary, and each resident/fellow will be expected to certify that he/she meets these standards. The Disability Services Center may require that a candidate undergo an evaluation to ascertain whether these technical standards can be met with reasonable accommodation, if necessary.

IV. Responsibilities

- A.** Applicants and continuing housestaff should contact the UCR SOM Disability Resource Center, if they have any questions about reasonable accommodations. Housestaff with disabilities who require accommodation shall register with the Disability Services Center. Housestaff who fail to register with the Disability Services Center, or fail to provide necessary documentation, shall not be considered to be claiming or receiving accommodations under the federal or state disability laws.
- B.** The Disability Services Center shall work with applicants with disabilities who request accommodation. The Disability Services Center shall make recommendations to the program director concerning reasonable accommodations.
- C.** The program director shall be responsible for administering this policy and determining whether a reasonable accommodation can be provided without fundamentally altering the program's academic standards and that the accepted or matriculated resident/fellow can meet the technical standards with the accommodation.
- D.** The Associate Dean, Graduate Medical Education, shall appoint an ad hoc Committee on Technical Standards to consider appeals concerning an alleged failure to reasonably accommodate an accepted or matriculated resident/fellow with a disability. The committee shall be comprised of two program directors, two GMEC members, one resident physician, and one staff person knowledgeable of the disability laws and policies. The ad hoc committee shall be appointed within five working days after the Associate Dean, Graduate Medical Education, receives notice of the appeal.

V. Procedures

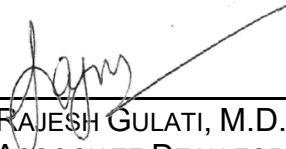
VI. Forms/Instructions

VII. Related Information

VIII. Revision History
6/9/21

Approvals:

GRADUATE MEDICAL EDUCATION COMMITTEE (06/09/2021)



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6/22/2021

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