

POLICY:

Accommodation for Disabilities

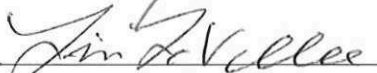
RESPONSIBLE DEPARTMENT:

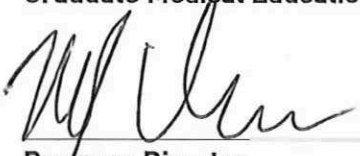
Administration
 Family Medicine Asheville
 Addiction Medicine Fellowship
 Sports Medicine Fellowship
 Family Medicine Boone
 Sports Medicine Fellowship
 Family Medicine Hendersonville
 Gen Practice Dental Residency
 General Surgery
 Critical Care Surgery Fellowship
 Internal Medicine
 Obstetrics and Gynecology
 Maternal Fetal Medicine
 Psychiatry
 Child & Adolescent Fellowship
 Consultation-Liaison Fellowship
 Transitional Year

APPROVED BY:

 11-15-21
 CEO Date

 7-21-21
 Designated Institutional Official Date
 Graduate Medical Education

 7/21/21
 Program Director Date
 Family Medicine Residency - Asheville

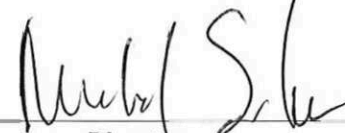
 10/20/21
 Program Director Date
 Family Medicine - Boone

 8/13/21
 Program Director Date
 Family Medicine - Hendersonville

 8/2/2021
 Program Director Date
 Sports Medicine Fellowship - Asheville

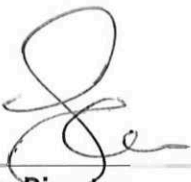
 10-11-21
 Program Director Date
 Sports Medicine Fellowship - Boone

 7/13/21
 Program Director Date
 Addiction Medicine Fellowship

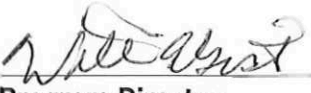
 8/2/21
 Program Director Date
 General Surgery Residency



Program Director Date
Critical Care Surgery Fellowship




Program Director Date
Internal Medicine Residency



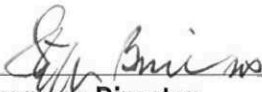
Program Director Date
Obstetrics & Gynecology Residency



Program Director Date
Maternal Fetal Medicine Fellowship



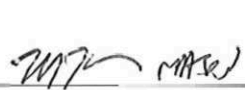
Program Director Date
General Practice Dental Residency



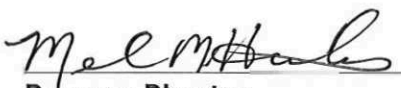
Program Director Date
Psychiatry Residency



Program Director Date
Child & Adolescent Psychiatry Fellowship



Program Director Date
Consultation-Liaison Psychiatry Fellowship



Program Director Date
Transitional Year Residency

PURPOSE:

To ensure that all of MAHEC's Graduate Medical Education (GME) programs meet or exceed the Institutional, Common Program, and specialty/subspecialty-specific Program Requirements of the Accreditation Council for Graduate Medical Education (ACGME) and its Institutional and Residency Review Committees, the Commission on Dental Accreditation, and MAHEC's Corporate Compliance Program, demonstrating MAHEC's commitment to educational excellence and to compliance with federal, state, and local laws and regulations.

POLICY:

MAHEC is committed to the goal of providing equal opportunity to all qualified individuals who have a disability and the principles of reasonable accommodation, in conformance with the provisions of the Americans with Disabilities Act of 1990 (ADA) as amended, Section 504 of the Rehabilitation Act of 1973, and state and local requirements.

It is the policy of MAHEC to provide reasonable accommodation to people with known physical or mental impairments that meet the statutory definition of a covered disability except when such accommodation would impose an undue hardship or present the threat of harm.

Persons with disabilities who are covered under this policy include applicants seeking admission to residency/fellowship programs and residents/fellows who, with or without reasonable accommodation, meet the technical standards for graduate medical and dental education. Reasonable accommodation applies to all aspects of employment including patient care. Reasonable accommodation cannot compromise the resident's/fellow's ability to

complete the essential requirements of the residency/fellowship program. All information and documentation related to requests for accommodation will be regarded as confidential.

PROCEDURES:

1. The resident/fellow is responsible for requesting the accommodation in writing. The request should be directed to the Program Director or GME Office and should be provided in advance so that it can be properly evaluated, and if approved, effectively implemented.
2. Once received, the request will be evaluated by the Program Director, GME Office, Human Resources and Risk Management to ensure compliance with Technical Standards and legal requirements and the impact on completing the essential requirements of the residency program.
3. Medical consultation(s) and documentation may be requested to fully evaluate the request and determine whether an appropriate accommodation can be implemented. Protecting the confidentiality of the information received regarding the resident's/employee's disability and the impact of the disability upon the resident's/fellow's participation in the program can only be shared with those who have a legitimate need to know.
4. The Program Director, with review by Human Resources, will notify the resident/fellow in writing on the approval or denial of the request with reasons stated if the request is denied.

Effective: January 17, 2008

Reviewed: April 1, 2021