ACCOMMODATIONS FOR DISABILITIES – ADA POLICY

The UConn SOM Graduate Medical Education (GME) Office and the CAHC are committed to achieving equal opportunity for persons with disabilities. The Americans with Disabilities Act (ADA), the provisions of Section 504 of the Rehabilitation Act of 1973 and Connecticut General Statutes Section 461-60 et seq prohibit discrimination against individual with disabilities.

Reasonable accommodations will be provided to qualified residents who are able to perform their duties with or without such accommodation. Accommodation is considered reasonable as long as it does not cause undue hardship to the UConn SOM GME, the CAHC, or the specific Program, and is consistent with patient safety.

Although a reasonable work accommodation may be provided, the resident/fellow must be able to successfully complete ALL requirements for the specialty as defined by the Accreditation Council for Graduate Medical Education (ACGME) Residency Review Committee (RRC) and the subspecialty board with the approved accommodations.

If a resident/fellow thinks that he or she might need a reasonable accommodation, the resident/fellow should complete the Reasonable Accommodation Request Form available in the Forms section of the Residents/Fellows Policies and Procedures Manual. The completed form should be returned to:

Address: Office of Institutional Equity (OIE)
University of Connecticut
241 Glenbrook Road
Wood Hall – Unit 4175
Storrs, CT 06269

Contact information: Telephone – 860-486-2943
Fax – 860-486-2437
Email – equity@uconn.edu
Web – http://equity.uconn.edu/

The submission of this form will commence an interactive process between the resident/fellow and the UConn SOM.

When a request for accommodation has been made, the OIE designee may meet with the resident/fellow, GME designee and Program Director or the Director’s designee to:

- Discuss the essential functions of the particular training program and job involved. The completion of a step-by-step analysis may be needed.
- Try to determine the training program and job-related limitation.
- Identify a potential reasonable accommodation and try to assess the effectiveness of it allowing the individual to perform the essential functions of the training program and job.
- Provide a decision to the resident/fellow within a reasonable amount of time after receiving all of the needed medical information and other information.
- Work with the resident/fellow to obtain technical assistance, as needed.
Select and implement a reasonable accommodation that the UConn SOM and CAHC believes is appropriate for both the individual, the training program and the employer. An individual's accommodation preference will be given consideration. However, if there are several equally effective accommodations available, the UConn SOM may choose the one that is best for the UConn SOM and the CAHC.

This process may take more than one meeting and the resident fellow may be expected to be communicative and respond to communications related to the accommodation request by the OIE designee, the GME designee, and the Program Director or the Director's designee.

Unless reasonable accommodation is immediately identifiable as acceptable to all parties, after the OIE designee receives the Reasonable Accommodation Request Form, it may be necessary to communicate with the resident/fellow's healthcare provider(s) in order to obtain medical support for the accommodation request and more information related to the request. The resident fellow will need to cooperate with this process and provide medical information authorization forms. Cooperation of and communication with the healthcare provider(s) is necessary, and the resident/fellow will need to facilitate this cooperation and communication.

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