SUBJECT: Accommodation for Disabilities

INTENT: The Accreditation Council for Graduate Medical Education Institutional Requirements require the Sponsoring Institution to have a written policy regarding accommodation, which would apply to residents with disabilities. This policy need not be GME-specific.

POLICY STATEMENT: All institutional policies for residents with disabilities are governed by the University of Florida ADA Compliance Office which has produced broad-spectrum guidelines governing effective and reasonable accommodations for residents with disabilities.

DESCRIPTION: 1. These guidelines are located at www.ada.ufl.edu/publications/resourceguides/faculty_guide.html. The guidelines do not cover all specific and relevant issues relating to each sponsored GME program.

2. Each ACGME program must develop specialty specific policies regarding what effective and reasonable accommodations can be made for a resident who is expected to be able to practice independently without assistance of supervision.

3. The College of Medicine has adopted the following technical standards of medical school admissions and these should form the basis for each program to develop specialty specific technical standards for residents with disabilities.

Observation: The candidate must be able to observe demonstrations and experiments in the basic sciences, including but not limited to physiologic and pharmacologic demonstrations in animals, microbiologic cultures, and microscopic studies of microorganisms and tissues in normal and pathologic states. A candidate must be able to observe a patient accurately at a distance and close at hand. In detail, observation necessitates the functional use of the sense of vision and other sensory modalities.

Communications: A candidate must be able to speak, to hear, and to observe patients in order to elicit information, describe changes in mood, activity, and posture, and perceive nonverbal communications. A candidate must be able to communicate effectively and sensitively with patients. Communication includes not only speech but reading and writing. The candidate must be able to
communicate rapidly, effectively and efficiently in oral and written form with all members of the healthcare team.

**Motor:** Candidates must have sufficient motor function to elicit information from patients by palpation, auscultation, percussion, and other diagnostic maneuvers. A candidate must be able to execute motor movements reasonably required to provide general care and emergency treatment to patients. Examples of emergency treatment reasonably required of physicians are: The administration of intravenous medication, the application of pressure to stop bleeding and the opening of obstructed airways. Such actions require coordination of both gross and fine muscular movements equilibrium, and functional use of the senses of touch and vision.

**Intellectual-Conceptual, Integrative, and Quantitative Abilities:** These abilities include measurement, calculation, reasoning, analysis and synthesis of complex information.

**Behavioral and Social Attributes:** A candidate must possess the emotional health required for full utilization of his or her intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities attendant to the diagnosis and care of patients, and the development of mature, sensitive, and effective relationships with patients. Candidates must be able to tolerate physically taxing workloads and to function effectively under stress. They must be able to adapt to changing environments, to display flexibility, and learn to function in the face of uncertainties inherent in the clinical problems of many patients. Compassion, integrity, interpersonal skills, interest and motivation are all personal qualities that are assessed during the admission and education processes.

Last Review and Approved: Graduate Medical Education Committee January 14, 2010