



Stony Brook Medicine Graduate Medical Education

Subject: GME0007 Resident/Fellow Physician Disability Accommodation	Published Date: 07/20/2023
Graduate Medical Education	Next Review Date: 07/20/2026
Scope: SBM Stony Brook Campus	Original Creation Date: 03/23/2009

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Responsible Department/Division/Committee:

Graduate Medical Education Committee

Policy:

Stony Brook Medicine has an established institutional policy accommodating resident/fellow physicians with disabilities as mandated by the Accreditation Council for Graduate Medical Education (ACGME) and federal and state law.

Definitions:

None

Procedures:

A residency/fellowship program is a structured educational activity, comprising a series of learning experiences in Graduate Medical Education (GME) designed to conform to the program requirements of a particular specialty or subspecialty. A physician must possess the knowledge, skill and ability to function in a variety of clinical situations and to render a broad spectrum of patient care. All resident/fellow physicians must meet the essential clinical as well as academic requirements of the post-graduate medical program, which include, but are not limited to:

- The intellectual, behavioral and social capacity to observe and communicate;

- Sufficient motor and sensory abilities to perform the duties and responsibilities pertinent to the specialty, such as physical examinations or laboratory, therapeutic and diagnostic procedures;
- Emotional stability to exercise good judgment and to work effectively in stressful situations; and
- Intellectual ability to synthesize data and solve problems.

Stony Brook Medicine is committed to providing accessible facilities and fostering compliance with the Americans with Disabilities Amendments Act (ADAA) and applicable local, state and federal laws to make reasonable accommodations for residents/fellows with verified disabilities, unless such accommodations would impose undue hardship on the institution.

Under the ADAA, a person is considered to have a disability if (1) he or she has a physical or mental impairment that substantially limits one or more major life activities such as, but not limited to, hearing, seeing, speaking, breathing, performing manual tasks, walking, caring for oneself, learning, major bodily function; (2) has a record of having such an impairment; or (3) is regarded as having such an impairment.

A reasonable accommodation is any change or adjustment to a job or work environment that permits a person with a disability to participate in the job application process, to perform the essential functions of a job, or to enjoy benefits and privileges of employment equal to those enjoyed by staff without disabilities. For example, a reasonable accommodation may include, but is not limited to:

- acquiring or modifying equipment or devices,
- job restructuring,
- modified work schedules,
- removing readily achievable barriers

Residents/fellows must be able to perform the essential functions of their specialty and meet all training-related requirements, with or without reasonable accommodations.

The Employee Disability Accommodation Process:

A. Discuss with program director (optional) or submit accommodation request to HR.

1. Discuss with program director:

- Simple accommodation requests – such as request for an inexpensive item or device – may be able to be handled by

completing the [Employee Disability Accommodation Request Form](#) and having a private conversation directly with your program director.

- You are NOT REQUIRED to discuss the details of your impairment with your supervisor.
- If the resident/fellow and program director agree on an accommodation documentation will be forwarded to HR.
- Accommodations that cannot readily be handled by your supervisor will be referred to HR
- Do NOT provide medical information or documentation to your supervisor.

2. Submit Accommodation Request to OEA:

- Complete the [Employee Disability Accommodation Request Form](#) (link)
- Provide all necessary information and documentation to establish a medical, physical or mental impairment(s).
- Indicate which job function or benefits you are having trouble performing or accessing due to your limitation.
- Identify suggested or preferred accommodation(s).

3. Provide Medical Documentation (if necessary)

- It may be necessary for Stony Brook to obtain information from your medical provider(s) in order to document your impairment and/or get suggestions for safe and effective accommodation.
- It is the responsibility of the resident/fellow to obtain and submit to the appropriate HR office any necessary information to establish your impairment.
- The Employee Disability Accommodation Medical Inquiry Form is available for your convenience (see [SBU Accommodation Process](#) page for link to form).
- Please contact the appropriate HR office to obtain a copy of job description and/or performance program to provide to your medical provider for reference.
- The form should not be returned to your program director. It should be returned to the appropriate HR office.

4. Determination is made

- Stony Brook may request clarification from your medical provider(s) to determine accommodation.

- You will be sent written notification of the accommodation determination by HR
- If you have questions or concerns, you may contact the ADA Coordinator at (631) 632-6280.

An accommodation, if granted, will be communicated by OEA to the resident/fellow physician having been granted the accommodation as well as the appropriate program director and the DIO.

Resident/Fellow is responsible for:

- Requesting the accommodation as well in advance as possible to evaluate needs;
- Providing adequate medical documentation upon request in a timely manner;
- Fulfilling responsibilities in conjunction with an agreed upon accommodation; and
- Following up with OEA with any concerns about the effectiveness of their accommodation, or to request additional/alternative accommodations, if needed.

GME is responsible for:

- Assisting with steps necessary to ensure program is in compliance with all local, state and federal laws, as well as any ACGME, and specialty board requirements that could impact the individual resident/fellow, the program and/or the sponsoring institution.
- Engaging with OEA and the residency/fellowship programs to help assess the reasonableness of potential accommodations

Program Director is responsible for:

- Contacting both GME and OEA if any question of disability or need for accommodation arises within their program.
- Ensuring all program requirements are satisfied.
- Communicating with HR regarding the accommodation and any amendments.
- Continuing to evaluate and provide feedback to the resident/fellow with an accommodation regarding their academic progress as appropriate for all residents/fellows in their program.
- Complying with the accommodation as outlined by OEA.

Forms: (Ctrl-Click form name to view)

[Employee Disability Accommodation Request Form](#)

Policy Cross Reference: (Ctrl-Click policy name to view)

None

Relevant Standards/Codes/Rules/Regulations/Statutes:

None

References and Resources:

[SBU Accommodation Process](#)