**Purpose:** To ensure full and equal employment, public accommodation and educational opportunities to all disabled qualified residents in training in the WSU GME residency/fellowship programs.

**Policy**
It is the policy of the WSU SOM GME programs to provide reasonable accommodation to people with known impairments that meet the statutory definition of a covered disability except where 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 programs and residents who, with or without reasonable accommodation, meet the technical standards for Graduate Medical Education.

**Technical Standards for Graduate Medical Education**
Applicants for Graduate Medical Education must have sufficient gross and fine motor skills to be able to independently perform physical examinations of patients and to record their notes and orders. The applicant must be able to physically perform the diagnostic and therapeutic procedures required of physicians in their specialty, and also those that may be required of any physician in an emergency setting. Examples of such procedures include but are not limited to phlebotomy, placement of a nasogastric tube, endotracheal intubation, thoracostomy tube placement, cardiopulmonary resuscitation, manipulation of surgical instruments, and wound suturing and dressing, to list only a few.

These activities require both gross and fine sensory-motor coordination, equilibrium, and hand-eye coordination.

Applicants must have sufficient use of the senses of sight, hearing, and touch so as to be able to conduct independent examinations of their patients and to observe or detect the various signs and symptoms of the disease processes that will be encountered in the routine course of their training. The applicant must also have sufficient sensory capabilities to conduct evaluations and examinations in any emergency setting that are reasonably anticipated to be a part of their training program. Examples of the components of such evaluations and examinations include visual observation of the patient, auditory auscultation and/or percussion of the chest and abdomen, and tactile palpation of the chest, abdomen and extremities.

Applicants must have the ability to efficiently and effectively communicate, both verbally and in writing, with patients, faculty and staff physicians, residents, nurses, and other members of the allied health, academic, business and administrative units of the Medical Center, both in the routine course of patient care and operation, as well as in the event of emergency or crisis. Examples of such communication...
include written documentation of the history and physical examination, written and/or computerized entry of patient orders and directions for patient care, verbal presentations in rounds, presentation of didactic conferences, oral presentations at academic conferences, and submission of papers for publication.

The applicant must have sufficient cognitive skills to be able to organize, analyze and synthesize complex concepts and information in order to identify and diagnose pathologic processes, formulate appropriate plans for patient management and participate in a Graduate Medical Education program. Participation in the educational program assumes cognitive ability sufficient to acquire and maintain the basic information and fund of knowledge required of all residents in a given program as well as the ability to demonstrate mastery of such information and knowledge through the written and/or oral examination processes including, but not limited to, in-service examinations and the certifying examinations of the various medical specialty colleges and boards.

Applicants must have sufficient behavioral and social skills so as to effectively interact with patients and their families in the examination, diagnosis, treatment, and counseling processes. The resident must also effectively and constructively work with their fellow residents, staff physicians, and nurses as well as personnel in the allied health, academic, administrative and business units of the medical center. The applicant must be capable of performing assigned clinical duties for up to 80 hours/week, on the average. The applicant must also be able to function effectively as a member of the health-care team, academic program, and medical center as a whole under conditions that may change rapidly and without warning in times of transition, crisis or emergency.

Responsibility for Implementation
The Employment Service Center of the Office of Equal Opportunity is the primary contact for information and advice about disability accommodation and access.

Procedure for Requesting Reasonable Accommodation
It is the obligation of the individual seeking an accommodation to direct their request to the appropriate university contact. (i.e. the Program Director). The Employment Service Center of the Office of Equal Opportunity is responsible for ensuring that requests are considered on a case-by-case basis in accordance with state and federal regulations, and that appropriate University officials are involved in evaluating the request, identifying funds and implementing the accommodation.


Documentation of Disability
Individuals who request accommodation are obligated to provide documentation of their disability upon request of the Employment Service Center of the Office of Equal Opportunity. The University reserves the right to obtain additional medical or psychological assessment at its own cost. All documentation
regarding disability shall be retained in files separate from the academic or personnel files of the individual.

Complaint Procedure
Individuals who believe they have been denied reasonable accommodation or have been discriminated against on the basis of their disability are advised to contact the Employment Service Center of the Office of Equal Opportunity. Disputes related to reasonable accommodation are handled internally through the Employment Service Center of the Office of Equal Opportunity. The office can be reached by calling (313) 577-2280.