

# YALE-NEW HAVEN MEDICAL CENTER (YNHMC)

## POLICIES AND PROCEDURES

Subject: Accommodation of Disability

Policy #: II.001

Effective Date: July 1, 2013

Distribution: Accredited and GMEC Approved Programs

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Revision Date:

### Introduction:

YNHMC is committed to practices which do not discriminate on the basis of disability and to the provision of a safe, healthy workplace that promotes high quality and safe patient care. Consistent with the spirit and intent of this commitment, this policy has been developed in order to address residents/fellows with disabilities known to YNHMC.

### Definition:

Disability is defined by the Americans with Disabilities Act of 1990 (ADA) as a physical or mental impairment that substantially limits one of more of the individual's major life activities such as caring for oneself, performing manual tasks, walking, speaking, seeing, hearing, learning or working. Specifically excluded from the definition of disability are temporary conditions and minor impairments.

### Policy:

A resident/fellow who feels they may qualify for an accommodation under ADA must make their request to their Program Director. The Program Director will bring this request to the Designated Institutional Official (DIO) to review with the appropriate individuals.

The resident/fellow will be informed of the decision and the accommodation (if applicable).

Accommodations will be reviewed regularly.