INSTITUTIONAL GME POLICY— Disability Accommodation

Resident Handbook, Distributed Annually

HRP, as well as each Residency Training Program, is committed to providing a healthy work environment and to protecting the physical and emotional health and well-being of all employees in the workplace.

HRP and the programs do not discriminate based on the disability of qualified individuals. For individuals with disabilities, we make decisions based on individualized determinations and not on generalizations, misperceptions or irrational fears. In other words, an individual is judged on how well he or she meets the training or job requirements as well as his or her performance in the training program or job position, with or without reasonable accommodation.

We recognize that employees with a disability may wish to continue working as their condition allows. Such employees may continue their residency training or work so long as acceptable performance standards are met, with or without reasonable accommodations; medical evidence indicates that the disability is not a direct threat to the health and safety of themselves or others; and continued participation in the program is otherwise permissible by law or regulation. Such persons will be treated consistently with other employees.

HRP and the programs will make every effort to reasonably accommodate an employee with a disability. A resident is encouraged to contact the Program Director or the Human Resources Manager when information indicates that the resident has or may have a disability which requires a reasonable accommodation and/or presents a direct threat to the health and safety of the resident or others.

Reasonable accommodation means modifications or adjustments to the work environment and/or manner in which the work is done so as to enable the resident to perform the essential functions of his/her job and training program without undue hardship to HRP or alteration of academic standards.

A direct threat to health and safety means a significant risk of substantial harm to the employee or others (e.g., coworkers, patients, or members of the public), where such risk cannot be eliminated or reduced by reasonable accommodation. The risk of harm must be identifiable, substantial, current, probable, and based on medical evidence, not speculation or stereotype.

HRP prohibits discrimination against or harassment of qualified individuals with disabilities. Any employee who believes he/she has been subjected to discrimination or harassment on the basis of disability should immediately raise the issue with the Program Director, the HRP Chief Executive Officer, or the Human Resources Manager. Retaliation against any employee for raising such a good faith complaint is strictly prohibited.

Any employee who has a disability is entitled, as is any other employee, to confidentiality of information regarding his or her medical status and records. Precautions to protect such information will be taken.