	POLICY # 24814
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NCH Healthcare System	OF: 3
TITLE: Accommodation for Disabilities	EFFECTIVE: October 27, 2022
DEPARTMENT: Graduate Medical Education (GME)	OWNER: Admin Director Medical Education

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 and fellows with disabilities. This policy need not be GME-specific.

Policy Statement

All institutional policies for residents with disabilities are governed by the Naples Community Hospital Compliance Office and the Human Resources Department which has produced broad-spectrum guidelines governing effective and reasonable accommodations for residents with disabilities.

Naples Community Hospital, Inc. (NCH) will make reasonable effort to accommodate all residents with disabilities as defined in Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. All learners with or without reasonable accommodation must be able to meet the academic and technical standards of the individual schools and programs.


DESCRIPTION

The guidelines for accommodating staff with disabilities are located in Human Resources Policy 1.01 Employment.

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.

NCH has adopted the following technical standards of admissions, and these should form the basis for each program to develop specialty specific technical standards for residents with disabilities

All residents requesting accommodation must provide adequate documentation from appropriate licensed professionals to Naples Community Hospital. Successful accommodation of a learner's needs takes time and careful planning. The learner must request accommodations for a disability as soon as possible. For a new matriculating learner, this should be done before arrival for orientation.

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Observation

The candidate must be able to observe demonstrations and experiments in the basic sciences, including but not limited to physiologic and pharmacologic demonstrations, 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, hear, and 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,

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interpersonal skills, interest, and motivation are all personal qualities that are assessed during the admission and education processes.


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10/27/2022

Hermes Koop, MD
 Chairman, GMEC
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Date

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10/27/2022

Suann Middleton, MHA
 Administrative Director of Medical
 Education
 Asst. Designated Institutional Officer

Date