

**GRADUATE MEDICAL EDUCATION
POLICIES AND PROCEDURES**

Subject:	ACCOMMODATION OF DISABILITY
Effective Date:	8/29/2019
Distribution:	All Accredited, Non-Accredited and GMEC-Approved Programs
Revision Date:	7/1/2022

PURPOSE: Bridgeport Hospital 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 Bridgeport Hospital.

Definition:

Disability is defined by the Americans with Disabilities Act of 1990 (ADA) as a physical or mental impairment that substantially limits one or 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:

Any resident/fellow who feels they may qualify for an accommodation under the 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 institutional officials.

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