

Creighton University School of Medicine Policies

POLICY: GME Accommodations

GOVERNING BODY: Graduate Medical Education

APPROVAL DATE: January 13, 2022

REVISED DATE: N/A

LCME ACCREDITATION STANDARD REFERENCE: n/a

PURPOSE

Creighton Graduate Medical Education Programs are committed to achieving equal educational and employment opportunity and full participation for persons with disabilities. Creighton GME programs value diversity which encompasses training and supporting physicians who have disabilities.

POLICY

Residents and fellows with disabilities must master the same academic and clinical requirements as their nondisabled peers. While residents or fellows with disabilities have no more or less ability to handle the intensity of their training programs, they must feel safe disclosing disability and seeking reasonable accommodations so that they have an equal opportunity to engage in the graduate medical education experience.

Creighton GME seeks to ensure residents and fellows with disabilities have the same access to program, opportunities and activities as all other residents and fellows. No qualified person should ever be excluded from consideration for employment and participation in any Creighton University GME program or activity, and reasonable accommodation should always be provided.

Creighton is committed to providing equal access to learning opportunities to residents and fellows with documented disabilities. Creighton encourages residents and fellows to access all resources available for consistent support and access to their programs. In order to ensure access to all training requirements, residents and fellows should contact Human Resources to engage in a confidential conversation about the process for requesting accommodations. Accommodations are not provided retroactively. Residents and fellows are encouraged to request accommodations as soon as they commit to Creighton or as soon as they become aware of the need for accommodations. To report a physical barrier, please contact the GME office who will coordinate with the appropriate facility manager.

Program directors and coordinators should refer to Human Resources any residents and fellows who self-identify as having a disability and needing accommodations.

If you feel you have experience harassment or discrimination because of a disability or are denied approved accommodations, contact the Office of Title IX and Civil Rights Compliance at titleix@creighton.edu or 402-280-4120 or <https://www.creighton.edu/generalcounsel/title-ix-compliance/get-help> . The Creighton campus office is located in Creighton Hall, Room 340. The Phoenix campus office is located in Room 704B, Health Sciences campus.

Other resources include our diversity and inclusion office @ <https://medschool.creighton.edu/about/administrative-areas/office-diversity-and-inclusion> or 402-280-3654.

DEFINITIONS

Disability: A physical or mental impairment that substantially limits one or more major life activities and

Creighton University School of Medicine Policies

POLICY: GME Accommodations

GOVERNING BODY: Graduate Medical Education

APPROVAL DATE: January 13, 2022

REVISED DATE: N/A

LCME ACCREDITATION STANDARD REFERENCE: n/a

as defined by the American with Disabilities Act.

References: Meeks, Lisa; Jani, Neera. Accessibility, Inclusion, and Action in Medical Education. AAMC, March 2019. @ <https://sds.ucsf.edu/sites/g/files/tkssra2986/f/aamc-ucsf-disability-special-report-accessible.pdf>

SCOPE

This policy applies to any resident with an ADA defined disability.

PROCEDURE

N/A

ADMINISTRATION AND INTERPRETATIONS

N/A

AMENDMENT

This policy supersedes all program level policies regarding this area/topic. In the event of any discrepancies between program policies and this GME policy, this GME policy shall govern.

Creighton University reserves the right to modify, amend, or terminate this policy at any time.