

<b>Subject</b> <b>ACCOMMODATION OF  DISABILITIES AND TECHNICAL  REQUIREMENTS FOR APPLICANTS  AND RESIDENTS OF GRADUATE  MEDICAL EDUCATION PROGRAMS</b>		<b>Policy  Number  GME013</b>	<b>Effective Date  August 14, 2007</b>
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## **ACCOMMODATION OF DISABILITIES/TECHNICAL REQUIREMENTS, GME 013**

### **1. Purpose**

It is the responsibility of the UMMC Midtown Campus residency Program Directors and faculty, to select individuals who are best qualified to complete the required residency program requirements and who are the most likely to become skilled, independent physicians. Applicants and residents must have the knowledge and skills to function in a broad variety of clinical situations and to render a wide spectrum of patient care.

University of Maryland Medical Center Midtown Campus, as the institutional sponsor for graduate medical education, acknowledges Section 504 of the 1973 Vocational Rehabilitation Act and PL 101-336, the American with Disabilities Act (ADA). However, the Medical Center maintains certain minimum technical standards that applicants and applicants must possess.

### **2. Scope**

This policy applies to all Accreditation Council for Graduate Medical Education (ACGME) accredited graduate medical education programs sponsored by the University of Maryland Medical Center Midtown Campus.

### **3. Responsibility**

It is the responsibility of all program directors and the institution's Graduate Medical Education Committee to comply with this policy.

### **4. Technical Skills Eligibility Criteria**

Graduate medical education programs must require applicants accepted into the program (Residents) to develop competence in six areas: Patient Care, Medical Knowledge, Practice based Learning, Systems Based Practice, Interpersonal Skills and Communication, and Professionalism.

Toward this end, GME programs in accordance with the Accreditation Council for Graduate Medical Education *Institutional and Program Requirements* define the specific knowledge, skills, and attitudes required and provide educational experiences needed for Residents to demonstrate the desired competencies.

In order to achieve competency in these six areas, Residents and applicants accepted into a program, at a minimum, must have aptitude and abilities in the following areas: (1) observation; (2) communication; (3) sensory and motor coordination and function; (4) conceptual, integrative abilities; and (5) behavioral and social attributes.

#### 4.1.1 Observation requirements

Applicants and residents must be able to:

- observe demonstrations and participate in clinical care and in basic and clinical sciences determined essential by the respective faculties; and
- observe a patient accurately at a distance and at close hand, noting non-verbal as well as verbal signals.

#### 4.1.2 Communication requirements

Applicants must be able to:

- Speak intelligibly; hear adequately; and observe patients closely in order to elicit and transmit information; describe changes in mood, activity, and posture; and perceive non-verbal communications;
- Communicate effectively and sensitively with patients
- Communicate effectively and efficiently in oral and written English with all members of the health care team
- Possess reading skills at a level sufficient to accomplish curricular requirements and provide clinical care for patients
- Complete appropriate medical records and documents and plans according to protocol and in a complete and timely manner.

#### 4.1.3 Sensory and Motor Coordination and Function Requirements

Applicants and Residents must:

- Possess sufficient sensory and motor function to elicit information from patients by palpation, auscultation, percussion, and other diagnostic maneuvers
- Be able to execute motor movements reasonably required to provide general care and emergency treatment to patients
- Have somatic sensation and the functional use of the senses of vision and hearing
- Have sufficient exteroceptive sense (touch, pain and temperature), sufficient proprioceptive sense (position, pressure, movement, stereognosis and vibratory), and sufficient motor function to permit them to carry out required activities
- Be able to consistently, quickly, and accurately integrate all information received by whatever senses are employed.

#### 4.1.4 Intellectual, Conceptual, Integrative and Quantitative Abilities

Applicants and Residents must:

- Be able to identify significant findings from history, physical examination and laboratory data; provide a reasoned explanation for likely diagnoses; prescribe appropriate medications and therapy; and retain and recall information in an efficient and timely manner
- Possess the ability to incorporate new information from peers, teachers, and the medical literature in formulating diagnoses and plans
- Possess good judgment in patient assessment and in diagnostic and therapeutic planning

#### 4.1.5 Behavioral and Social Attribute Requirements

Applicants and Residents must:

- Possess the emotional health required for full use of their intellectual abilities, the exercise of good judgment, and the prompt completion of all responsibilities attendant to the diagnosis and care of patients
- Exhibit the development of mature, sensitive, and effective relationships with patients, colleagues, clinical and administrative staff, and all others with whom the accepted applicant interacts in the professional or academic setting, regardless of their race, ethnicity, gender, religion, age or other attributes or affiliations that may differ from that of the applicant /Resident
- Tolerate physically taxing workloads and to function effectively when stressed
- Be able to adapt to changing environments, to display flexibility, and to learn to function in the face of uncertainties inherent in the clinical management of complex patients
- Be able to accept appropriate suggestions and criticism and, if necessary, respond by modification of behavior

### 5. Applicants with Disabilities

State and federal law require that the University of Maryland Medical Center Midtown Campus provide reasonable accommodations for applicants and residents with disabilities that are otherwise qualified to do the essential functions of the job. In the context of the *Institutional and Program Requirements*, for its sponsored programs, some disabilities cannot be accommodated, while others can be accommodated.

An applicant or Resident is not disqualified from consideration due to a disability and is not required to disclose the nature of their disability during the application and/or interview process. Applicants or Residents with questions about the Accreditation Council for Graduate Medical Education Institutional and Program Requirements in relation to their disability are encouraged to discuss the issue of reasonable accommodation with the Program Director.

Upon the request of an applicant or Resident, and provision of any requested information, academic adjustments and/or reasonable accommodations may be provided, if appropriate. For applicants and Residents, the Program Director working with sponsoring institutional representatives will determine whether requested accommodations are feasible and reasonable.

Some of the aptitudes, abilities, and skills described in the ACGME Requirements can be attained by some applicants or Residents with technological compensation or other reasonable accommodation. However, applicants or Residents using technological supports or other accommodations must be able to perform in a reasonably independent manner. The use of trained intermediaries to carry out functions described in the ACGME Requirements will not be permitted by the University of Maryland Medical Center Midtown Campus. Intermediaries, no matter how well trained, are applying their own powers of selection and observation, which could affect the judgment and performance of those to whom they are providing their intermediary services. Therefore, the University of Maryland Medical Center Midtown Campus will not permit third parties to be used to assist a Resident in the clinical training environment in accomplishing curriculum requirements. Other accommodations will be given due consideration, and reasonable accommodations will be made when consistent with curriculum objectives and legal requirements applicable to the University of Maryland Medical Center Midtown Campus and/or its sponsored programs.