

Employees With Disabilities

Accommodations for disabilities (ACGME Institutional Requirement IV.1.4.)

State and federal law require that PrimaryPlus provide reasonable accommodations for employees with disabilities who are otherwise qualified to do essential job functions with note that some disabilities cannot be accommodated, and other scan

An employee /resident is not disqualified from consideration due to disability and is not required to disclose the nature of their disability during the application and/or interview process. Applicants for employment/residency with questions about institutional requirements in relation to the disability are encouraged to discuss the issue of reasonable accommodation with the program director/management team.

A request for accommodations when employed may be made at any time during employment. In order for the resident/employee to receive maximum benefit from their employment, request for accommodation should be made as early in the employment process as possible. All requests for accommodation should be made to the program director

Upon the request of an employment candidate, and provision of any requested information, academic adjustments and/or reasonable accommodations may be provided, if appropriate. The program director/management team and necessary PrimaryPlus staff, will coordinate with the resident/employee to determine whether the requested accommodation would be feasible, effective, reasonable, and enable the employee to perform the essential job functions of the position, or make a good faith effort to negotiate another accommodation.

All medical related information will be kept confidential and separate from other resident records. However, supervisors and managers may be advised of information necessary to make determinations they are required to make in connection with a request for an accommodation. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment or if any specific procedures are needed in a case of fire or other evacuations. Government officials investigating compliance with the ADA may also be provided relevant information as requested.

Once a resident/employee has been approved for specific accommodations and has subsequently received those accommodations, that resident/employee should be held to the same essential performance standards as all other residents/employees with similar training. Focus should be on the resident/employee performance and evaluation. Written evaluation should not mention disabilities or accommodations for disabilities in any way, and this will be monitored by the program director and program coordinator. PrimaryPlus does not notify other potential employers about an employee's abilities without specific permission from the employee.

Some of the aptitude, abilities, and skills described in the essential job functions can be attained by some applicants or residents/employees with technological compensation or other reasonable accommodation. However, applicants/employees using technological support 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 essential job functions will not be permitted by PrimaryPlus. 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, PrimaryPlus will not permit any third-party to be used to assist a resident/employee in a clinical setting to meet essential job functions. Other accommodations will be given to consideration, and reasonable accommodations will be made where consistent with curriculum objectives/essential job functions and legal requirements applicable to PrimaryPlus and/or its sponsored residency programs.

Applicable Requirements

ACGME Institutional Requirements Effective 7/1/22 (IV.I.4.)

- Accommodation for disabilities: The sponsoring Institution must have a policy, not necessarily GME-specific, regarding accommodations for disabilities consistent with applicable laws and regulations. (Core)

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