

West Virginia University School of Public Health
Graduate Medical Education Policy on Accommodations for Disabilities
(IR IV.H.4)

It is the policy of the West Virginia University School of Public Health to provide reasonable accommodations as necessary for qualified individuals with disabilities who are accepted in to our graduate training program. We will adhere to all applicable federal and state laws, regulations, and guidelines as required in accordance with the policies and procedures of the University as linked below:

<https://diversity.wvu.edu/equity-assurance/ada-compliance/employee-accommodations-the-interactive-process>

We will work with the University Division of Diversity, Equity and Inclusion in determining if a resident has a disability, and what accommodations may be reasonable and necessary for the employer to provide. Residents will still be required to meet all program educational requirements with or without accommodations as they must be able to demonstrate proficiency in all the ACGME defined competencies, and the program must be able to certify that the resident is able to practice the specialty competently and independently upon completion of training. This includes the ability to perform the required technical and procedural skills of Occupational Medicine. Patient safety must be assured as a top priority in these determinations.

Residents must request accommodations in writing to the Program Director. The Program Director must notify within five working days of the request the Department Chair and Designated Institutional Official that such a request has been made.

The resident will be required to provide medical verification of a medical condition that he or she believes is a disability. The resident is responsible for the costs of verification.

Approved by GMEC July 17, 2018