

Policy	
TITLE: Accommodation for Disabilities	
ISSUING DEPARTMENT: Graduate Medical Education Committee Creighton University School of Medicine-Phoenix	ORIGINALLY ISSUED: 02/06/23
DOCUMENT CATEGORY: Institutional	LAST REVIEWED: 08/05/24, 08/07/23

PURPOSE

Creighton University School of Medicine-Phoenix (CUSOM-PHX), as the Sponsoring Institution, is committed to achieving equal educational and employment opportunities and full participation for persons with disabilities. CUSOM-PHX residency and fellowship programs value diversity which encompasses training and supporting physicians who have disabilities and/or accommodation needs.

DEFINITION

Disability: A physical or mental impairment that substantially limits one or more major life activities and as defined by the Americans with Disabilities Act.

POLICY

HSP with disabilities must master the same academic and clinical requirements as peers without a disability. While HSP with disabilities have no more or less ability to handle the intensity of their training programs, they must feel safe disclosing a disability and seeking reasonable accommodations so that they have an equal opportunity to engage in the graduate medical education experience. CUSOM-PHX seeks to ensure HSP with disabilities have the same access to program opportunities and activities as all other HSP. No qualified person should ever be excluded from consideration for employment and participation in any CUSOM-PHX program or activity, and reasonable accommodation should always be provided.

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

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

If you feel you have experienced harassment or discrimination because of a disability or are denied approved accommodations, contact the Creighton University Office of Title IX and Civil Rights Compliance at titleix@creighton.edu or call 402.280.4120 or via <https://www.creighton.edu/generalcounsel/title-ix-compliance/reporting>

The CUSOM-PHX Title IX office is located on the 7th floor in the Health Sciences Building. Other resources include our Office of Diversity and Inclusion, please call 402.280.3654 or visit: <https://medschool.creighton.edu/about/administrative-areas/office-diversity-and-inclusion>

SCOPE

This policy applies to any CUSOM-PHX House Staff Physician (HSP) with an ADA-defined disability.

ADMINISTRATION AND INTERPRETATIONS

The Graduate Medical Education Committee – Creighton University School of Medicine-Phoenix is responsible for the administration of this policy and may interpret its provisions as needed.

AMENDMENTS OR TERMINATION OF POLICY

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 institutional policy shall govern. The University reserves the right to modify, amend or terminate this policy at any time.

ACGME ACCREDITATION STANDARD REFERENCE

4.9.d. Accommodation for Disabilities