

Policy on Accommodations for Disabilities

Effective 06/09/2023

McGaw is committed to an inclusive training environment. Programs will not discriminate against any trainee or applicant because of a physical or mental disability. This includes, but is not limited to, recruitment, selection for training, training, evaluation, corrective action, or other disciplinary action such as non-promotion, non-renewal, and dismissal. A trainee or applicant is qualified if they can perform the essential functions of the relevant program, with or without a reasonable accommodation, as determined by the program.

Request for Reasonable Accommodation

A request for reasonable accommodation for a qualifying medical condition may be made at any time prior to or during training by contacting both the Program Director and the Designated Institutional Official (DIO) at McGaw. The trainee / applicant must document any request(s) for accommodation in writing. McGaw may require that the trainee / applicant provide supporting documentation from a medical provider outlining the medical basis for any request for accommodation. Supporting documentation must be up to date and accurately reflect the current nature and extent of the disability and be provided on letterhead from a clinically diagnosing medical professional. Documentation from relatives or persons not licensed to diagnose such conditions will not be accepted. At any time during the accommodation request process, McGaw may ask for additional medical documentation of the disability and of the need for an accommodation.

McGaw will engage in an interactive dialogue with the trainee / applicant and the relevant Program Director to determine whether a reasonable accommodation exists that will enable the trainee / applicant to perform the essential functions of the Program. What constitutes a reasonable accommodation will vary depending on the circumstances of each case. In evaluating alternatives for accommodations, the preferences of the trainee / applicant are considered, but the ultimate decision regarding the type of accommodation, if any, is made by McGaw.

Any request for accommodation that is prohibitively expensive, would fundamentally alter the nature or operation of the Program, or would not allow the trainee to demonstrate competence in all required skills for graduation from the Program, will be considered an “undue hardship” for which there is no obligation to make a reasonable accommodation.

Prerequisites Required for Participation in a McGaw Program

Trainees must be able to independently demonstrate the following essential skills, with or without reasonable accommodation, to participate in McGaw Programs:

Observation Skills

Trainees must have sufficient senses to be able to observe patients to determine appropriate examination and treatment.

Communication Skills

Trainees must be able to communicate effectively, accurately, and efficiently with patients, patient family members, faculty, colleagues, and staff.

Cognitive Skills

Trainees must exhibit reasoning abilities sufficient to analyze, synthesize, and apply information from a wide variety of sources to render safe and effective patient care by solving difficult problems and making diagnostic, therapeutic, and patient care decisions in a timely fashion.

Behavioral and Social Skills

Trainees must have the ability to develop and demonstrate mature, sensitive, and effective relationships with patients, patient family members, faculty, colleagues, students, and staff, and must adhere to all McGaw policies.

Motor Skills

Trainees must be able to execute motor movements reasonably required to provide general care and emergency treatment to patients in accordance with currently acceptable practice for the trainee's specialty.

Rotational Assignments

With reasonable accommodation, trainees must be able to carry out all assigned rotations including night and weekend coverage.

Reasonable accommodations can be made in certain areas. However, the trainee must still be able to perform in a reasonably independent manner and demonstrate the requisite skills and abilities with such accommodation. The use of a trained intermediary will not be acceptable in many clinical situations because the trainee's judgment is then being mediated by someone else's power of selection and observation.

Access and Confidentiality

All medical-related information will be kept confidential in accordance with all applicable laws. However, Program Directors and their designees, faculty, and GME Office staff may be advised of information necessary to make the determinations they are required to make in connection with a request for an accommodation.

Grievance Process

A trainee / applicant who has been denied an accommodation and wishes to appeal the decision may do so under McGaw's Non-Discrimination Policy. Such complaints are addressed pursuant to the Safe and Healthy Learning Environment Policy.