

FAQs: Accommodations Requests by Residents and Fellows



<u>Question</u>	<u>Answer</u>
What are “reasonable accommodations”?	Many residents and fellows are living with disabilities and illnesses that require modifications to be able to fulfill their program responsibilities - these modifications are called accommodations. Residency and fellowship programs are required by law and UC Policy to make “reasonable accommodations” for residents or fellows with a disability.
If I have a disability, how do I request accommodations from my Residency or Fellowship Program?	Contact your Program Director and Disability Management Services (DMS). Diagnosis information is not needed. Requests for reasonable accommodations are considered on an individual basis. Accommodations provided are dependent upon individual needs and must allow the performance of the essential functions of their residency/fellowship program’s training requirements.
To whom do I submit a request for accommodation?	Requests for accommodation may be submitted in writing to: • Disability Management Services (DMS) at DMShelp@ucdavis.edu; or • Residency Program Director; or • Fellowship Program Director You do <u>not</u> need to include your diagnosis. If the request is submitted to the Residency or Fellowship Program Director, the Director will reach out to DMS to initiate the <i>interactive process</i>.

<u>Question</u>	<u>Answer</u>
Do I need to provide documentation from a physician to request an accommodation?	Yes. A healthcare professional qualified to provide this documentation is one who treats the medical condition or disability for which you are seeking accommodations. The documentation solely needs to outline the <i>functional limitations</i> imposed by the health condition(s).
How will my specific accommodations be determined?	DMS will review the functional limitations provided with you and your Program Director to determine appropriate reasonable accommodations. You may also request a specific accommodation. Each request will be reviewed on an individualized basis; if alternate accommodations are available, these may be offered to you. The determination of accommodations will occur via an interactive dialogue with you and your Program Director. The Program Director has the discretion to grant or deny the requested accommodation based upon the need for the delivery of safe patient care, adverse impact on other trainees, essential functions of the job, and training/program/licensure/board requirements.

<u>Question</u>	<u>Answer</u>
What are some examples of potential reasonable accommodations? ** Individual needs are evaluated to determine any accommodations that may apply**	<u>Examples:</u> ➤ Reminders or Training Refreshers ➤ In lieu of attending lectures, allow written review of training materials and subsequent review of content with faculty ➤ Extra time for in-training exams <i>** For Board Exam Accommodation Support, please contact: Cloe Le Gall Scoville (clegalls@health.ucdavis.edu)</i> ➤ Speech recognition or screen reading software ➤ Modification of supervisor communication style or methods ➤ Screen magnification and screen readers ➤ Regular meetings with the Supervisor/Program Manager to discuss expectations ➤ Remote work, where viable ➤ Noise-cancelling headphones or white noise apps ➤ Concentration/organization/time management apps ➤ Time off for medical treatment