Purpose
NYU Winthrop Hospital provides equal opportunity to qualified individuals applying for and engaged in graduate medical education at NYUWH, consistent with applicable Federal, State and local Civil Rights Laws. The purpose of this policy is to assure appropriate accommodations for residents with disabilities who meet the academic and technical standards for admission to and participation in training programs, and to outline the process whereby a resident may request accommodation for disability.

Definition
The ADA defines a person with a disability as an individual who:
- Has a physical or mental impairment that limits one or more of the individual’s major life activities, such as caring for oneself, performing manual tasks, walking, speaking, seeing, hearing, breathing, learning or working;
- Has a record of such impairment, even if the individual no longer has the impairment; or
- Is regarded as having a substantially limiting impairment even though that individual is not actually impaired.

Policy
Disabled persons who have met the academic and technical standards for admission to GME training programs at NYUWH shall receive the reasonable and appropriate accommodations needed to insure equal access to educational opportunities, programs and activities.

Reasonable accommodations will be made, as necessary, to prevent discrimination against qualified applicants with disabilities. Reasonable accommodations are those that do not fundamentally alter the nature of the program, and can be provided without lowering academic, clinical and other essential performance standards.

Procedure
Residents who quality as disabled based on applicable laws must apprise their Program Director of the need for possible accommodation in a timely manner, providing their Program Director and Academic Affairs with appropriate documentation of their disability.

Residents with disabilities have a right to expect that disability-related information will be treated confidentially. However, supervising physicians may be advised of information needed to make appropriate accommodations for the resident.

Residents have a responsibility to inform their Program Director and Academic Affairs immediately when an accommodation is not being provided completely or correctly, and to notify their Program Director and Academic Affairs when an accommodation is no longer needed.