ACCOMMODATIONS FOR DISABILITIES

PURPOSE

The purpose of this Accommodations for Disabilities Policy is to set forth the University of Tennessee College of Medicine ("UT College of Medicine" or "Sponsoring Institution") policies and procedures regarding accommodations for residents and fellows (individually, a "resident" or collectively "residents") with disabilities participating in graduate medical education programs sponsored by UT College of Medicine.

REFERENCE

In accordance with Section IV.I.4 of the ACGME Intuitional Requirements, the Sponsoring Institution must have a policy, not necessarily GME-specific, regarding accommodations for disabilities, consistent with applicable laws and regulations.

POLICY

As a public institution that receives federal funding, UT College of Medicine and the University of Tennessee Health Science Center (the "Health Science Center") are required to comply with the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 (collectively, the "ADA"), and Section 504 of the Rehabilitation Act of 1973 ("Section 504"). The Health Science Center follows the University of Tennessee Policy HR0220: *Equal Employment Opportunity Policy* and related procedures and is committed to providing a campus and educational experience for its learners, faculty and staff that is accessible to all. Both the ADA and Section 504 prohibit covered entities from discriminating against persons with disabilities in the provision of benefits or services or the conduct of programs or activities, on the basis of their disability. UT College of Medicine will make reasonable modifications in its policies, practices, and procedures to avoid discrimination on the basis of disability, unless the modification would result in a fundamental alteration of the program or activity.

Any resident seeking an accommodation should contact the Office of Access and Compliance, 920 Madison Avenue, Suite 825; 901-448-2112, or online at: Office of Access and Compliance | UTHSC.