

II. POLICY ON ACCOMMODATIONS FOR DISABILITIES

Revised 15-December-2021

I. References

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

II. Policy

The School of Medicine (the “School of Medicine”) is committed to a diverse and inclusive community and seeks to ensure access to its programs and activities to the broadest audience possible.

As part of Tulane University (“Tulane”), the School of Medicine complies with federal and state laws concerning the employment of people with disabilities, including Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA), and complies with regulations issued by the Equal Employment Opportunity Commission (EEOC).

The School of Medicine follows Tulane’s disability and accommodation policies that ensure reasonable accommodations for qualifying individuals. The policies, which extend to residents and fellows (each a “resident”), as well as other individuals, are available online at: <https://equity.tulane.edu/report-claim/policies> within Tulane’s Equal Opportunity/Anti-Discrimination Policies. Consistent with the Equal Opportunity/Anti-Discrimination Policies, the School of Medicine’s policy is to reasonably accommodate qualified individuals with disabilities when accommodation is necessary to allow an individual to compete for a position, perform the essential functions of a position (including a resident or fellow position), and/or enjoy equal benefits and privileges of employment, where the accommodation would not impose an undue hardship on Tulane.

The Equal Opportunity/Anti-Discrimination Policies also contain information related to Equal Employment and Educational Opportunity, Anti-Discrimination, and other rights and processes for residents, faculty, and staff.

For additional information related to The Equal Opportunity/Anti-Discrimination Policies and/or for requesting a reasonable accommodation, residents and fellows, as well as faculty and staff, may contact the Tulane University Office of Human Resources & Institutional Equity at (504) 862-8083 or ois@tulane.edu, or visit the Disability & Accommodations webpage at: <https://hr.tulane.edu/disability-accommodations>.

III. References/Associated Policies

- Tulane University policies on Equal Opportunity/Anti-Discrimination: <https://equity.tulane.edu/report-claim/policies>.