

	<p align="center">ACADEMIC POLICY <i>Persons with Disabilities Policy</i></p>
A. EFFECTIVE DATE :	4/19
B. PURPOSE :	<p>The American with Disabilities Act, (ADA), the provisions of Section 504 of the Rehabilitation Act of 1973 and the Connecticut General Statutes, Section 46a-60 prohibit discrimination against individuals with disabilities. Therefore, this policy is put forth to communicate federal, state, and institutional statutes regarding persons with disabilities to help ensure that no person be subjected to discrimination in any services or programs sponsored by UConn.</p>
C. POLICY :	<p>UConn is committed to achieving equal opportunity for persons with disabilities. State and Federal laws prohibit discrimination against individuals with disabilities. Discrimination includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities.</p> <p>The Graduate Medical Education programs at UConn are committed to achieving equal opportunity in employment, education, and its programs; by encouraging full participation for persons with disabilities.</p> <p>A person with a disability must be ensured the same access to programs, opportunities, and activities as all others. Reasonable accommodations will be made to remove existing barriers, whether physical, programmatic, or attitudinal.</p>
D. SCOPE :	Residents and Fellows
E. PROCEDURES, GUIDELINES AND PROTOCOLS :	<p>If a resident/fellow thinks that he or she might need a reasonable accommodation, the resident/fellow should contact the ADA Accommodations Case Manager in the Department of Human Resources at UConn Health their program director, and the GME Office.</p> <p>Please refer to the Accommodations for Disabilities guidelines and procedures set forth in this policy</p> <p>The Human Resources website has more detailed information, including links to information regarding the reasonable accommodation process and accommodation request forms: https://health.uconn.edu/human-resources/services/americans-with-disabilities-act-compliance-and-accommodations/</p>
F. REFERENCES :	American’s with Disabilities Act
G. RELATED POLICIES/ PROCEDURES :	UConn Policies Related to People with Disabilities
H. SEARCH WORDS :	Disability; accommodations, ADA; reasonable accommodations
I. ENFORCEMENT:	Violations of this policy or associated procedures may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, the University of Connecticut Student Code, GME policies and procedures, or other applicable University Policies.

Residents/Fellows Policies and Procedures Manual

J. APPROVED BY :	<ol style="list-style-type: none"><li data-bbox="565 191 1450 300">1. <u>Kelli Nussen MD</u> 4/5/19 Associate Dean for Graduate Medical Education Date<li data-bbox="565 331 1450 457">2. <u>Steve Argue</u> 4/5/19 Assistant Dean for Graduate Medical Education Date
K. REVISION HISTORY :	1. Effective: <i>TBD</i>