



Policy on Accommodations for Disabilities

It is the policy of the West Virginia University School of Medicine to provide reasonable accommodations as necessary for qualified individuals with disabilities who are accepted in to our post graduate training programs. We will adhere to all applicable federal and state laws, regulations, and guidelines with respect to providing reasonable accommodations as required in accordance with the policies and procedures of the University as linked below:

<https://compliance.wvu.edu/americans-with-disabilities-act>

We will work with the University Department of Talent and Culture, Office of Compliance and Prevention Education and the ADA Coordinator (ada@mail.wvu.edu) in determining if a resident has a disability and what accommodations may be reasonable and necessary for the employer to provide. Residents will still be required to meet all program educational requirements with or without accommodations as they must be able to demonstrate proficiency in all the ACGME defined competencies, and programs must certify that they are able to practice the specialty in which they have trained competently and independently upon completion of training. This includes the ability to perform the required technical and procedural skills of that specialty. Patient safety must be assured as a top priority in these determinations.

Residents must request accommodations in writing to the program director. The program director must notify within five working day of the request the Department Chair and Designated Institutional Official that such a request has been made.

The resident will be required to provide medical verification of a medical condition that he or she believes is a disability. The resident is responsible for the costs of verification. Except for Medical Management, medical information will not be shared without resident's permission. Restrictions, limitations, and accommodations may be discussed with necessary supervisory staff and Talent and Culture representatives in order to implement accommodations and is only shared as a matter of business necessity. When necessary, for environmental, health and safety, and legal matters, resident accommodation information may be shared with persons who will treat such disclosed information confidentially.

Approved by GMCE Taskforce: 12/4/25

ACGME Institutional Requirements III.B.7.d).(6)

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