

Approved 5/20/15  
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Effective 6/1/15  
Same

Supersedes 8/21/15

## **Accommodation for Disabilities**

### **Scope**

The policy applies to all residency and fellowship programs at CCHS.

### **Purpose:**

The Sponsoring Institution must have a policy, not necessarily GME-specific, regarding accommodations for disabilities consistent with all applicable laws and regulations.

### **Policy and Guidelines**

The Sponsoring Institution has elected to use The University of Alabama Disabilities Policy in lieu of a separate/distinct policy. In order to ensure the most current version of the UA Policy is always referenced, GMEC approves referencing a link to the complete UA policy by clicking on the following link for more information <http://eop.ua.edu/disabilities.html>

In keeping with its mission and in accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, The University of Alabama is committed to providing persons with disabilities an equal opportunity to participate in and benefit from all programs and services conducted or sponsored by the University.

The University provides reasonable accommodations for program accessibility and employment for qualified persons with disabilities as defined in applicable laws and regulations. Reasonable accommodations are made on an individualized basis. It is the responsibility of persons with disabilities, however, to seek available assistance and make their needs known.

The Office of Disability Services (ODS) serves as the central contact point for students with disabilities. The goal of ODS is to provide a physically and educationally accessible University environment that ensures an individual is viewed on the basis of ability, not disability. ODS works individually with students to determine appropriate and reasonable academic accommodations, and to ensure that students' academic performance is evaluated apart from the limiting effects of disability. ODS also serves as a resource to faculty members and University departments, assisting them in accommodating the needs of individuals with disabilities in the classroom and other program settings.

While the University strives to accommodate the needs of people with disabilities as fully as possible, reasonable accommodations do not include measures which fundamentally alter the University's programs and services or which place an undue administrative or financial burden on the University.