



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

Accommodation of Resident Physicians with Disabilities

Approved Date: 05/24/2021	Effective Date: 07/01/2021	Review Date: 07/01/2023
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Scope: (Check which locations apply to this policy)

Prisma Health-Midlands		Prisma Health–Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
X	Provider based facilities associated with Prisma Health-Midlands hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children’s Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		X	Provider based facilities associated with Prisma Health-Upstate hospitals

Policy Statement

Prisma Health Graduate Medical Education is committed to compliance with the state and federal laws pertaining to persons with disabilities. Graduate Medical Education (GME) supports provision of reasonable accommodations to qualified resident physicians & dentists with disabilities in accordance with Prisma Health’s policies and procedures regarding reasonable accommodations for persons with disabilities.

Associated Policies and Procedures

Prisma Health Human Resources – Equal Employment Opportunity

Definitions

Responsible Parties

Program Directors
DIO
GME Office
Human Resources

Equipment Needed

N/A

Procedural Steps

A resident who identifies the potential need for a reasonable accommodation to perform resident responsibilities should notify the Program Director. The Program Director will connect the resident with Human Resources, Employee Health and Graduate Medical Education to facilitate the ADA evaluation process.

References

ACGME Institutional Requirements IV.I.4.

Appendices