POLICY: ADA: Reasonable Accommodation and Access for Trainees
Policy Number: 9.4
Chapter: Training Environment

Purpose:
To provide an effective means by which qualified Trainees of the University of Utah may request reasonable accommodation, or access to University programs and activities, in accordance with Section 504 and the ADA.

Policy:
The University of Utah complies with the Americans with Disabilities Act (ADA) by providing qualified residents with disabilities access to University programs, services and activities. Reasonable prior notice is needed to evaluate requests for accommodation and to implement them when appropriate.

Procedure:
I. All requests for accommodation by University of Utah trainees, and by applicants seeking accommodation in the application process, must be referred to, and will be evaluated by, University of Utah Hospital and Clinics Human Resources. All employment accommodations will be evaluated in accordance within the criteria established and defined by the ADA.

II. Denial of access and/or discrimination or harassment, based upon an individual’s disability status, or denial of academic accommodation, may be grieved through the University’s discrimination and harassment complaint process. (See, Policy 1-010, University Non-discrimination policy.)
III. The confidentiality of information related to individuals requesting reasonable accommodation or equal access shall be maintained on a need to know basis and strictly respected insofar as it does not interfere with the University’s legal obligations.