

**CONEMAUGH MEMORIAL MEDICAL CENTER
GRADUATE MEDICAL EDUCATION POLICY**

ACCOMMODATION FOR DISABILITIES

Purpose

To ensure that residents and fellows with disabilities receive reasonable accommodations to perform the essential functions of their training program, complying with the Americans with Disabilities Act (ADA) and ACGME Institutional Requirements. This policy is to ensure that residents and fellows in Conemaugh Memorial Medical Center (CMMC) Graduate Medical Education training programs are provided with equal opportunities in training while maintaining the safety and integrity of the clinical environment.

Applies To

All Conemaugh Memorial Medical Center Graduate Medical Education training programs.

Policy

To comply with applicable laws ensuring equal employment opportunities for individuals with disabilities, Conemaugh Health System will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee, unless undue hardship and/or a direct threat to the health and/or safety of the individual or others would result.

Procedure

Follow the CMMC Employee Handbook – “Disability Accommodation”

References

IR: 4.9.d. (Accommodation for Disabilities)

GMED approved: 02/19/2026