

Requesting Accommodations During Residency Training

A Guide for SIU Residents and Programs

SIU SOM is committed to ensuring equal access to educational and employment opportunities for qualified individuals with disabilities, in compliance with the [Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973](#). Approximately 7.5% of residents have a disability for which reasonable accommodations may be available and helpful (1). Current and matriculating residents with disabilities in all SIU GME programs can submit an initial request for accommodations to the SIU SOM Department of Human Resources.

The term “resident” is inclusive of all trainees at SIU SOM, whether training in a residency or fellowship program. The term “program” is inclusive of all SIU residency or fellowship programs, whether accredited or non-accredited. Reasonable accommodations, when necessary, will be made for current and future activities, but cannot be made retroactively to remove a Letter of Concern or Deficiency, remediation, or termination.

Residents:

To request accommodations or for general questions about accommodations, please send an email to residentADA@siumed.edu

Program Directors:

Occasionally a program is able to make informal alterations to a resident’s program experience that can improve their potential for success in the program. An example of this would be an adjustment to a rotation schedule that meets training requirements and does not disrupt program function or reallocate essential role functions to another resident. In these cases, please contact residentADA@siumed.edu with a brief description of the alterations made. If informal alterations are not feasible, encourage the resident to make a formal request for accommodations. Diagnosis or medical documentation for the purpose of requesting accommodations or FMLA should only be disclosed to Human Resources. See FAQs for more information.

1. <https://www.ama-assn.org/education/medical-school-diversity/5-barriers-faced-medical-students-residents-disabilities>
2. <https://adata.org/factsheet/reasonable-accommodations-workplace>