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Charleston Area Medical Center

Office of Graduate Medical Education

Disability Accommodations

CAMC complies with applicable federal, state, and local disability accommodations laws and is committed to providing equal employment and training opportunities to qualified GME candidates, residents, and fellows with disabilities. Consistent with this commitment, CAMC provides reasonable accommodations to qualified candidates, residents, and fellows with a disability, as defined by applicable law, if the reasonable accommodations would allow the individual to perform the essential functions of their position in the program, unless doing so would result in an undue hardship or a fundamental alteration to the program. Admission to and participation in any CAMC GME program is contingent upon the candidate, resident, or fellow's ability and willingness to meet the technical standards of the program, with or without reasonable accommodations.

Requesting Reasonable Accommodations

GME candidates, residents, and fellows with disabilities who require accommodations are responsible for making that request to the Program Director and the Designated Institutional Official (DIO). Individuals are encouraged to make their request in writing and to include a description of the accommodation requested, the reason the accommodation is needed, and how the accommodation will help them perform the essential functions of their position in the program.

The Program Director and DIO will involve Human Resources, which will engage with the candidate, resident, or fellow to determine the specific limitations of their disability and to assess potential reasonable accommodations. While CAMC encourages individuals to suggest specific reasonable accommodations, CAMC is not required to make the specific accommodations requested and may provide alternative accommodations that would allow the individual to perform the essential functions of their position in the program, to the extent any reasonable accommodations can be made without imposing an undue hardship or a fundamental alteration of the program.

If a GME candidate, resident, or fellow requires reasonable accommodations upon admission to a CAMC GME program, they are responsible for making the request at the time of admission. If an individual develops a disability requiring reasonable accommodations during training, the individual is responsible for making the request at the time that such needs arise.

Medical Information

CAMC may request that a candidate, resident, or fellow provide supporting medical documents establishing they have a disability within the meaning of applicable law and the accommodations suggested by their health care provider. It is the responsibility of the candidate, resident, or fellow with a disability to provide up-to-date information documenting the nature and extent of their disability and the limitations that require accommodation. CAMC reserves the right to request new or additional information as needed.

Determinations

CAMC makes determinations about reasonable accommodations on a case-by-case basis considering various factors and based on an individualized assessment in each situation. CAMC will inform the individual once a determination has been made.

Questions regarding reasonable accommodations should be directed to the Program Director, DIO, or Human Resources.

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Signatures:

GMEC Chair: Signed by: BB7D660818C5448... 10/19/2026

Amna Anees, MD Date

DIO: DocuSigned by: D1119686F13144F... 10/19/2026

Dink Jardine, MD Date