



# IMPAIRMENT

## Text Button A

### LEARNING OBJECTIVES

After working through this program, you should be able to:

- Identify performance and behavior patterns that warrant an evaluation
- Recognize poor performance as a symptom with multiple possible etiologies that should be addressed
- Determine when the program's best option is to terminate (or not renew the contract of ) the resident, with a recommendation that s/he consider a different specialty, a different program, or a different career
- Explain the principle of "reasonable accommodation," as set forth by the Americans with Disabilities Act (ADA)
- List the "essential job functions" of your residency program
- Name effective interventions that can help a resident address deficiencies in performance or behavior
- Describe the process of evaluation by an employee health office and a state's physicians health program
- Respond appropriately to candidates with disabilities who apply for residency positions