



# IMPAIRMENT

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### ACCEPTABLE AND UNACCEPTABLE QUESTIONS FOR APPLICANTS OR ESTABLISHED RESIDENTS

Programs may *not* ask:

- Questions about medical history or disability status on application materials
- If applicants have previously requested or received reasonable accommodation
- About an enrolled resident's medical condition, unless the need to do so is triggered by evidence of educational performance problems

Programs *may* ask:

- If the applicant can perform, with or without reasonable accommodation, the essential requirements and/or functions of being a resident. These functions include fundamental skills, attitudes, knowledge, and behaviors (all applicants should be asked the same questions)
- If the applicant has any condition that would prevent him/her from completing the curriculum
- An applicant, with a known disability that may interfere with essential functions, to document or demonstrate how s/he will be able to perform the essential functions with or without accommodation\*

\*Equal Employment Opportunity Commission. Regulations to implement the equal employment provisions of the Americans With Disabilities Act, 29 CFR Part 1630, Sect 1630. Bethesda, Md: US Government Printing Office, 1998.

From Losh DP, Church L. Provisions of the Americans with Disabilities Act and the development of essential job functions for family practice residents. *Fam Med.* 1999;31:617-621.