IMPAIRMENT

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*
