

Accommodating Individuals with Disabilities

It is the policy of the Northwestern Memorial Hospital (NMH) Schools not to discriminate against qualified students with disabilities and to comply with all federal, state and local laws applicable to accommodating students with disabilities.

A. Definitions:

1. **Disability:** any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological; musculoskeletal; special sense organs; respiratory, including speech organs; cardiovascular; reproductive; digestive; genito-urinary; hemic and lymphatic; skin; and endocrine; or any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities;
2. **Disabled individual:** a person who has such an impairment, has a record of such an impairment, or is regarded as having such an impairment;
3. **Qualified person with a disability:** a student with a disability who meets the academic and technical standards requisite for admission or participation in the institution's educational program or activity.

B. NMH may provide students with appropriate academic adjustments and auxiliary aids and services that are necessary to afford an individual with a disability an equal opportunity to participate in a school's program. Recipients are not required to make adjustments or provide aids or services that would result in a fundamental alteration of a recipient's program or impose an undue burden.

C. It is the responsibility of the student to inform his/her program director if an accommodation is needed to afford an equal opportunity to participate in a school's program. The student will be required to submit documentation from his or her medical provider regarding the student's limitations. All medical information received will be treated as confidential in accordance with NMH policy and any applicable laws.