

Essential Technical Standards Policy

Policy Statement:

All students admitted to and enrolled in the Keck School of Medicine M.D. program must meet and continue to meet throughout their enrollment, the Essential Technical Standards (Standards) set forth in this policy.

The Keck School of Medicine of USC abides by the University of Southern California's [Policy on Accommodations for Students with Disabilities](#) and [Equal Opportunity, Affirmative Action and Non Discrimination](#) policy. The Keck School of Medicine of USC does not discriminate against qualified applicants or enrolled students with disabilities. The Essential Technical Standards are not intended to deter any candidate or enrolled student for whom reasonable accommodation will allow the fulfillment of the complete curriculum.

Audience: All current and prospective M.D. students of the Keck School of Medicine of USC.

Procedure:

1. All students entering and continuing in the Keck School of Medicine of USC must demonstrate that they meet all of the "Essential Technical Standards", with reasonable accommodation if necessary, and each student will be expected to certify that they meet these standards.
2. Students returning from any leave of absence must recertify that they continue to meet the Standards.
3. If at any point during a student's enrollment, the student's ability to meet these Standards is compromised, it is the student's responsibility to report this change to the Associate Dean for Student Affairs.
4. Students who require an accommodation at any time throughout their enrollment with the School of Medicine must seek approval from the appropriate School or University office (e.g. Disability Services and Programs and Office of Religious Life). Students receiving accommodation approval from the USC Office of Disability Services and Programs must submit the notice of approval to the Office of Medical Education, Keith Administration Building Room 218 or by email to medkeck@usc.edu. Students who fail to register with the appropriate University office or to provide necessary documentation to USC or the Keck School of Medicine that they have done so, may not receive accommodations.
5. Once a student submits their Accommodation Letter to the Office of Medical Education, the Committee will review the letter. In most cases, the implementation of accommodations is simple, and requires no further action on the part of the student. For more complex accommodations, the Committee will work with the student and Disability Services and Programs to ensure that the accommodation is fairly and consistently provided without fundamentally altering the nature of the academic

- program. The student is expected to answer reasonable questions related to the implementation of accommodations when asked.
6. If the School has reason to question a student's certification that they meet the Technical Standards, the Keck School of Medicine of USC can require that a candidate for the M.D. degree undergo an evaluation and review by the Technical Standards Advisory Committee to determine whether the student is able to meet these Standards.

ESSENTIAL TECHNICAL STANDARDS REQUIRED FOR COMPLETION OF THE M.D. DEGREE AT THE KECK SCHOOL OF MEDICINE OF USC

PREAMBLE

The Keck School of Medicine of USC requires that all students demonstrate essential skills and possess the personal characteristics (abilities) to complete the M.D. program. A candidate for the M.D. degree, herein referred to as "candidate," must successfully complete the entire course of study for the M.D. degree and participate fully in all aspects of undergraduate medical training.

The University of Southern California (USC) is committed to full compliance with the Rehabilitation Act (Section 504) and the Americans with Disabilities Act (ADA) and related state and federal laws. The Keck School of Medicine of USC does not discriminate against qualified individuals with disabilities who apply for admission to the M.D. degree program or are enrolled as medical students. Any applicant or student with a disability who requires reasonable accommodations to meet these Standards is required to register with the Disability Services and Programs (DSP) Office on the University Park Campus. Requests for accommodations that would lessen or modify these Standards fundamentally alter the nature of the program and will not be considered reasonable. Demonstration of these Standards requires physical, sensory, social, emotional, and cognitive abilities sufficient to demonstrate the required skills assessed. Students who have questions about what reasonable accommodations may be available should contact DSP prior to matriculation.

The Keck School of Medicine of USC is responsible for the safety of patients with whom candidates will interact. Consideration of patient safety is an essential factor in establishing the skills necessary for admission, continued enrollment, promotion and graduation. The skills necessary to establish patient safety may require pre-requisite abilities. An avowed intention to practice only a narrow part of clinical medicine does not alter the requirement that all students demonstrate full competence in the entire curriculum. The ability to ultimately perform these essential skills is a prerequisite for admission, continued enrollment, promotion and graduation from the Keck School of Medicine of USC. All candidates for the M.D. degree must meet all skills required and possess all abilities as described in this document.

I. PERFORMANCE REQUIREMENTS

After reasonable training and experience, the candidate must be able to participate and perform in the activities required of them throughout the medical school curriculum.

After reasonable training and experience, the candidate must be capable of independently and safely performing a complete physical examination. The candidate must be capable of independently and safely performing required clinical procedures and tests.

The candidate must be physically present when required, which includes some nights and weekends during clinical rotations. Religious, physical, or other accommodations may not be available to excuse students from required clinical hours during night or weekend shifts.

The candidate should be capable of being vaccinated against known pathogens transmitted during physical contact with vulnerable individuals and populations.

II. COMMUNICATION

A candidate must communicate in a respectful manner with all individuals, possess written and oral English language fluency, communicate in an effective and sensitive manner with patients, produce written documentation and perform oral presentations, and sufficiently comprehend written materials and oral instructions.

III. CONCEPTUAL, INTEGRATIVE AND QUANTITATIVE ABILITIES

A candidate must assimilate technically detailed and complex information. A candidate must be able to measure, calculate, reason, analyze and synthesize information across modalities.

IV. BEHAVIORAL AND SOCIAL ATTRIBUTES

A candidate must possess the behavioral, emotional and social maturity, discipline, and professionalism necessary for the competent practice of medicine. A candidate must have evidence of the following Core Competencies (as defined by the Keck School of Medicine of USC): Ethical Responsibility to Self and Others; Reliability and Dependability; Resilience and Adaptability; Capacity for Improvement; Service Orientation; Social Skills; Cultural Competence; Teamwork; and Oral Communication. The candidate for the M.D. degree must accept responsibility for learning and exercise good judgment in decision making and actions. These attributes must be demonstrable when the candidate is both physically taxed and working under stress.

Candidates must demonstrate a respectful and professional manner in all interactions, including online and social media presence and communication. A candidate must possess self-awareness of limitations, beliefs, and values, and must not disrupt or interfere with the learning of others. Candidates must be willing and able to interact with, and care for, all individuals of the community, regardless of gender, race, age, sexual orientation, national origin, religion, physical or mental disability, socioeconomic status, or any other protected status identified by the University's Non-Discrimination Policy.

V. SAFETY

The Keck School of Medicine of USC has the responsibility to consider the safety and welfare of patients and others. Conditions, symptoms or behaviors that are considered an excessive risk may be the basis for denial of admission or dismissal from the school. Students must be able to comply with all requirements (including vaccination requirements) to participate in all educational, clinical, and research settings.

Reviewed and Approved by the Medical Education Executive Council

July 29, 2020