

## Training and Competency Requirements

### For Employees with Disability Accommodations

When a compounding pharmacy sets its training and demonstration standards for its employees, it should also consider state and federal laws regarding disability accommodations.

A pharmacy determines the specific training and competency demonstration requirements appropriate for its staff. Applying Pharmacy Law as well as other relevant laws and regulations, the pharmacist-in-charge of the pharmacy must determine specific training and competency requirements based on his or her professional judgment in the setting. The board's laws and regulations do not specify that a person must be able to perform any specific physical tasks (such as manipulating needles); they simply require that individuals, with or without a reasonable accommodation, demonstrate to the pharmacy how they will accomplish their roles and functions in the sterile compounding process.

The board's law and regulations do not prohibit the demonstration from occurring with a reasonable accommodation for a disability, because, like other employer functions, all training and competency demonstration requirements are subject to the reasonable accommodation requirements of the American with Disabilities Act (ADA) and related state statutes. Training and competency demonstration requirements performed with reasonable accommodations would be accepted by the board to meet training requirements.