

APRIL 24-26, 2025

19th ANNUAL INTERNATIONAL SAN FRANCISCO Orthopaedic Trauma Course

CHAIRS

Theodore Miclau, III, MD

Professor and Vice Chairman
UCSF Department of Orthopaedic Surgery

Amir Matityahu, MD

Professor
UCSF Department of Orthopaedic Surgery



Hands-On Workshops

(NEW afternoon specimen-based workshops. Limited to the first 100 participants.)

- Symposia and Case Discussions
- CME Credit

HIGHLIGHTS

Specimen-based laboratory course and limited to the first 100 participants. Learn new and evolving concepts in trauma and fracture management through didactic lectures, case presentations, and hands-on practice with the latest implants from international leaders in the field of orthopaedic traumatology. This course is of substantial value in the preparation for board and recertification examinations.



Orthopaedic Trauma Institute
UCSF + SAN FRANCISCO GENERAL HOSPITAL

UCSF Surgical Training Facility

SPECIMEN-BASED WORKSHOPS

Orthopaedic Trauma Institute

THURSDAY, APRIL 24, 2025

LAB SESSIONS: PROXIMAL FEMUR FRACTURES

2:30-2:40 pm	Welcome: Lab Overview	Amir Matityahu, MD
2:45-3:00 pm	Proximal Femur Periprosthetic Fractures	Andrew Schmidt, MD

Hands-On Workshops with Rotating Sessions:

**Workshop 1 (Surgical Training Facility):
Proximal Femur Periprosthetic Fractures**

Instructors: A. Schmidt (Leader), E. Schemitsch, K. Dickson,
T. Barber, P. Toogood, J. Borrelli, K. Usmani, A. Anoushiravani

Workshop 2 (Dry Lab):

Proximal Femur Periprosthetic Fractures

Instructors: S. Olson (Leader), R. Leighton, T. Bray, F. de la Huerta,
D. Gendelberg, M. Tiede

	Workshop 1	Workshop 2
3:00-4:10 pm	Group A	Group B
4:30-5:40 pm	Group B	Group A
5:40-6:10 pm	Adjourn / Transfer to Hotel	

FRIDAY, APRIL 25, 2025

LAB SESSIONS: KNEE AND ANKLE FRACTURES

2:30-2:40 pm	Welcome: Lab Overview	Amir Matityahu, MD
2:45-3:00 pm	Floating Knee	Utku Kandemir, MD

Hands-On Workshops with Rotating Sessions:

Workshop 1 (Surgical Training Facility): Floating Knee

Instructors: U. Kandemir (Leader), C. Krettek, E. Harvey,
P. Schneider, M. McKee, N. Dehghan, P. Toogood, M. Tiede

Workshop 2 (Dry Lab): Pilon Fracture

Instructors: J. Ficke (Co-leader), D. Shearer (Co-leader),
R. Leighton, S. Hurwitz, A. Anoushiravani

	Workshop 1	Workshop 2
3:00-4:10 pm	Group A	Group B
4:30-5:40 pm	Group B	Group A
5:40-6:10 pm	Adjourn / Transfer to Hotel	

NURSING TRACK

(SIMULTANEOUS TO MAIN COURSE WORKSHOPS)

THURSDAY, APRIL 24, 2025

Nursing Workshop 1: Pre-Operative Considerations: Diagnosis and Surgical Planning of Common Fractures

10:30-11:10 am	Upper Extremity	Anthony Ding, MD
11:20-12:00 pm	Lower Extremity	Paul Toogood, MD
12:10-12:50 pm	Spine/Pelvis	Ashraf El Naga, MD

FRIDAY, APRIL 25, 2025

Nursing Workshop 2: Post-Operative Considerations: Management of Common Fractures Following Surgery

10:35-11:15 am	Upper Extremity	Utku Kandemir, MD
11:25-12:05 pm	Lower Extremity	Kudret Usmani, MD
12:15-12:55 pm	Spine/Pelvis	Mark Xu, MD

SATURDAY, APRIL 26, 2025

Nursing Workshop 3: Trauma-related Complications (Main Course Labs)

10:35-11:15 am	Non-Union	(Leader)
11:25-12:05 pm	Malunion	Michael McKee, MD (Leader)
12:15-12:55 pm	Fracture-related Infections	David Lowenberg, MD (Leader)

ACCREDITATION

In support of improving patient care, the University of California, San Francisco



is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Physicians

UCSF designates this live activity for a maximum of 26.25 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Physician Assistants

PAs may claim a maximum of 26.25 Category 1 credits for completing this activity. NCCPA accepts AMA PRA Category 1 Credit™ from organizations accredited by ACCME or a recognized state medical society. AAPA accepts category 1 credit from AOACCME, Prescribed credit from AAFP, and AMA PRA Category 1 Credit™ from organizations accredited by the ACCME.

Nursing Credit

For the purpose of recertification, the American Nurses Credentialing Center accepts AMA PRA Category 1 Credit™ issued by organizations accredited by the ACCME.

ACKNOWLEDGMENT OF COMMERCIAL SUPPORT

Educational Grants/
In-Kind Donations

Johnson & Johnson MedTech
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Shukla

Stryker Trauma

All Course Details

Please scan the QR code or visit our website directly

<https://orthosurgery.ucsf.edu/education/programs/Annual-International-San-Francisco-Orthopaedic-Trauma-Course> to see all

course details including lodging, program and to register:



Orthopaedic Trauma Course Faculty

APRIL 24-26, 2025 • INTERCONTINENTAL HOTEL • SF, CA

COURSE CHAIRS

Theodore Miclau, III, MD

Professor and Vice Chairman
Orthopaedic Trauma Institute
International Chair
Department of Orthopaedic Surgery
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Chief, Orthopaedic Surgery
Zuckerberg San Francisco General
Director, Orthopaedic Trauma Institute

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Zuckerberg San Francisco General
Medical Director, Orthopaedic Surgery,
Washington Hospital Health System

ORTHOPAEDIC TRAUMA INSTITUTE (OTI)

Department of Orthopaedic Surgery, UCSF
Zuckerberg San Francisco General

Afshin Anoushiravani, MD

Clinical Instructor

Chelsea Bahney, PhD

Associate Adjunct Professor

Anthony Ding, MD

Associate Clinical Professor

Ashraf El Naga, MD

Assistant Clinical Professor
Director, Spine Service

David Gendelberg, MD

Assistant Clinical Professor

Utku Kandemir, MD

Clinical Professor
Director, Sports Medicine Service

Nicolas Lee, MD

Associate Professor
Director, Hand and Microvascular
Service

David Lowenberg, MD

Clinical Professor

David Shearer, MD

Associate Professor In Residence
Director, Foot and Ankle Service

Madeline Ttee, MD

Clinical Instructor

Paul Toogood, MD

Associate Professor In Residence

Kudret Usmani, MD

Assistant Professor

Mark Chu Xu, MD

Assistant Professor

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO SCHOOL OF MEDICINE

Thomas Barber, MD

Professor
Department of Orthopaedic Surgery

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Professor and Chief
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and Reconstructive Surgery
Chief, Hand and
Microvascular Surgery
University of California, San Francisco
Director, UCSF Microsurgery Fellowship

Nicole Schroeder, MD

Associate Professor
Director, Hand Surgery Service

Michael J. Terry, MD

Associate Professor
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Chief, Division of Plastic,
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General Hospital

Kevin Vogeli, MD, PhD

Department of Orthopedic Surgery
Kaiser Permanente
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DISTINGUISHED INTERNATIONAL GUEST FACULTY

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Past Chairman
Orthopaedic Division
Hospital de Especialidades,
Instituto Mexicano del Seguro Social
Guadalajara, Mexico

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Professor
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Halifax NS, Canada

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Professor Emeritus
Trauma Department
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Hannover, Germany

Emil Schemitsch, MD

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Associate Professor
Department of Orthopaedic Surgery

DISTINGUISHED GUEST FACULTY

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Morsani College of Medicine
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West Coast Musculoskeletal Institute
Brooksville, FL

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Clinical Professor
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Niloofer Dehghan, MD

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College of Medicine
Phoenix, AZ

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Andrew H. Schmidt, MD

Professor
Department of Orthopaedic Surgery
University of Minnesota
Chief, Orthopaedic Surgery
Hennepin County Medical Center
Minneapolis, MN

THURSDAY, APRIL 24, 2025

7:00-7:20 am	Registration / Continental Breakfast / Visit Exhibits	
7:20-7:30 am	Welcome: SF Orthopaedic Trauma Course	Theodore Miclau, MD
7:30-7:40 am	Orthopaedic Trauma Association: Updates in 2025	Emil Schemitsch, MD
7:40-7:50 am	Maintenance of Certification: What is New?	Shephard Hurwitz, MD
SPINE / PELVIS / ACETABULUM Moderator: Joseph Borrelli, MD		
7:50-8:00 pm	Neck Injuries: Clearing the Cervical Spine	David Gendelberg, MD
8:00-8:10 am	The Unstable Pelvis: Evaluation and Management	Paul Toogood, MD
8:10-8:20 am	Sacral Fractures: Which Ones Need Surgery and What Kind?	Ashraf El Naga, MD
8:20-8:30 am	Acetabular Fractures: Operative Indications	Kyle Dickson, MD
8:30-8:40 am	Posterior Wall Fractures: Evaluation, Approach, and Treatment	Steven Olson, MD
8:40-9:00 am	Panel Discussion	
HIP / FEMUR Moderator: Kyle Dickson, MD		
9:00-9:10 am	Femoral Neck Fractures: When is Open Reduction Necessary?	Kudret Usmani, MD
9:10-9:20 am	Intertrochanteric Fractures: Choosing the Right Implant	Emil Schemitsch, MD
9:20-9:30 am	When and How to Open Reduce	Joseph Borrelli, MD
9:30-9:40 am	The Problematic Subtrochanteric Fracture: Avoiding Malalignment and Loss of Fixation	Amir Matityahu, MD
9:40-9:50 am	The Segmental Femoral Shaft Fracture: Assessment of Length, Alignment, Rotation	Christian Krettek, MD
9:50-10:10 am	Panel Discussion	
10:10-10:30 am	Break / Visit Exhibits / Travel to Workshops	

Hands-on Workshops with Rotating Sessions: Upper Extremity**Workshop 1:** Compartment Syndrome: Acute Diagnosis

P. Schneider (Leader) / R. Leighton / E. Schemitsch / U. Kandemir / A. Anoushiravani

Workshop 2: Cerclage Techniques: Tips and Tricks

A. Matityahu (Leader) / N. Dehghan / T. Ding / K. Usmani / M. Tiew

Workshop 3: Implant Removal: Tips and Tricks

P. Toogood (Leader) / T. Bray / K. Dickson / J. Borrelli / A. El Naga

	Workshop 1	Workshop 2	Workshop 3
10:30-11:10 am	Group A	Group B	Group C
11:20-12:00 pm	Group B	Group C	Group A
12:10-12:50 pm	Group C	Group A	Group B

12:50-1:00 pm Break / Visit Exhibits / Travel to Lectures

1:00-2:00 pm Lunch Symposium / Visit Exhibits

OTA Presidential Address: The Things that Really Matter

Introduction: T. Miclau

Lecturer: E. Schemitsch

2:00-2:30 pm Transfer to Orthopaedic Trauma Institute for Specimen-based Workshops (Pre-registration required)

CONTROVERSIES IN UPPER EXTREMITY FRACTURES: CASE DISCUSSION**CLAVICLE / SHOULDER / HUMERUS Moderator: Utku Kandemir, MD**

Panel: M. McKee, E. Harvey, N. Dehghan, P. Schneider

2:00-2:30 pm Clavicle Nilofar Dehghan, MD

2:30-3:00 pm Proximal Humerus Michael McKee, MD

3:00-3:30 pm Humeral Shaft Prism Schneider, MD

3:30-4:00 pm Distal Humerus Edward Harvey, MD

4:00-4:15 pm Break / Visit Exhibits

ELBOW / FOREARM / WRIST / HAND Moderator: Nicolas Lee, MD

Panel: U. Kandemir, A. Ding, K. Vogeli, S. Hansen

4:15-4:45 pm Elbow Utku Kandemir, MD

4:45-5:15 pm Forearm Anthony Ding, MD

5:15-5:45 pm Distal Radius Kevin Vogeli, MD

5:45-6:15 pm Hand Scott Hansen, MD

6:15 pm Adjourn

6:30-8:00 pm Welcome Reception (Open to All Attendees)

FRIDAY, APRIL 25, 2025

7:00-7:25 am Continental Breakfast / Visit Exhibits

7:25-7:30 am Welcome

Theodore Miclau, MD

KNEE AND TIBIA Moderator: James Ficke, MD

7:30-7:40 pm Distal Femur Fractures: A Stepwise Approach to Fixation

Christian Krettek, MD

7:40-7:50 pm Bicondylar Tibia Plateau Fractures: When Is More than One Approach Needed?

David Shearer, MD

7:50-8:00 pm Proximal 1/3 Tibia Fractures: Nail vs. Plate Fixation

Christian Krettek, MD

8:00-8:10 am How to Obtain and Maintain Reduction in Segmental Tibia Fractures

Utku Kandemir, MD

8:10-8:25 am Panel Discussion

FOOT AND ANKLE Moderator: Steven Olson, MD

8:25-8:35 am Tibial Pilon Fractures: Timing, Treatment, and Approaches

David Shearer, MD

8:35-8:45 am When is it Critical to Fix the Posterior Malleolus?

Prism Schneider, MD

8:45-8:55 am Calcaneus Fractures: Approaches to Successful Outcomes

Ross Leighton, MD

8:55-9:05 am Columns of the Foot: When and How to Stabilize

James Ficke, MD

9:05-9:20 am Panel Discussion

GENERAL TRAUMA TOPICS Moderator: Niloofer Dehghan, MD

9:20-9:30 am Compartment Syndrome of the Leg: Diagnosis and Treatment in 2025

Edward Harvey, MD

9:30-9:40 am A Bad Break: Unraveling Fracture-Related Pain

Chelsea Bahney, PhD

9:40-9:50 am Thromboprophylaxis: Is Aspirin Enough?

Prism Schneider, MD

9:50-10:00 am Business of Orthopaedic Trauma: How is it Changing?

Timothy Bray, MD

10:00-10:15 am Panel Discussion

10:15-10:35 am Break / Visit Exhibits / Travel to Workshops

Hands-on Workshops with Rotating Sessions: Lower Extremity

Workshop 1: Calcaneal Fractures

J. Ficke (Leader) / K. Dickson / J. Borrelli / E. Harvey / P. Toogood

Workshop 2: Syndesmosis Injuries

D. Shearer (Leader) / R. Leighton / S. Hurwitz / P. Schneider / S. Olson

Workshop 3: Complex Wound Problems: Soft-Tissue Management

N. Lee (Co-Leader) / M. Terry (Co-Leader) / S. Hansen / T. Ding / K. Vogeli

	Workshop 1	Workshop 2	Workshop 3
10:35-11:15 am	Group A	Group B	Group C
11:25-12:05 pm	Group B	Group C	Group A
12:15-12:55 pm	Group C	Group A	Group B

12:55-1:05 pm Break / Visit Exhibits / Travel to Lectures

1:05-2:00 pm Lunch Symposium / Visit Exhibits

Leadership Lessons Learned: A Discussion with OTA Past Presidents

Moderator: T. Miclau

Panelists: E. Schemitsch, M. McKee, S. Olson, R. Leighton, A. Schmidt, T. Bray

2:00-2:30 pm Transfer to Orthopaedic Trauma Institute for Specimen-based Workshops (Pre-registration required)

CONTROVERSIES IN LOWER EXTREMITY INJURIES: CASE DISCUSSION Moderator: Joseph Borrelli, MD

PELVIS / ACETABULUM / HIP

Panel: S. Olson, K. Dickson, A. Schmidt, E. Schemitsch

2:00-2:30 pm Pelvis

Steven Olson, MD

2:30-3:00 pm Acetabulum

Kyle Dickson, MD

3:00-3:30 pm Femoral Neck Fractures

Andrew Schmidt, MD

3:30-4:00 pm Intertrochanteric Fractures

Emil Schemitsch, MD

4:00-4:15 pm Break / Visit Exhibits

KNEE / TIBIA / ANKLE / FOOT Moderator: Timothy Bray, MD

Panel: K. Usmani, M. Xu, F. de la Huerta

4:15-4:45 pm Distal Femur

Kudret Usmani, MD

4:45-5:15 pm Proximal Tibia

Mark Xu, MD

5:15-5:45 pm Distal Tibia

Ashraf El Naga, MD

5:45-6:15 pm Ankle

Fernando de la Huerta, MD

6:15 pm Adjourn

WATCH IT NOW! NEW TO THE COURSE? Has it been awhile since you have attended? Please watch what our course is all about at our online video library. Open YouTube and search for 'Annual Trauma Course Video Series' on the Orthopaedic Trauma Institute channel.



SATURDAY, APRIL 26, 2025

7:00-7:25 am	Continental Breakfast / Visit Exhibits	
7:25-7:30 am	Welcome	Theodore Miclau, MD
THORAX / SHOULDER / HUMERUS Moderator: Prism Schneider, MD		
7:30-7:40 pm	Sternoclavicular Joint Injuries: Management of the Acute Dislocations	Mark Xu, MD
7:40-7:50 pm	Acromioclavicular Joint Injuries: When and How to Stabilize	Niloofer Dehghan, MD
7:50-8:00 pm	Glenoid Fractures: Surgical Indications and Management	Utku Kandemir, MD
8:00-8:10 am	Proximal Humerus Fractures: Selecting the Right Approach	Michael McKee, MD
8:10-8:25 am	Panel Discussion	
ELBOW / FOREARM Moderator: Michael McKee, MD		
8:25-8:35 am	Humerus Fractures: Which Ones to Fix and Selecting the Right Approach	Prism Schneider, MD
8:35-8:45 am	Intraarticular Distal Humerus Fractures: Assesment, Approach, Reduction, and Fixation	Edward Harvey, MD
8:45-8:55 am	Elbow Fracture Dislocations: Understanding Injury Patterns and Their Relevance	Anthony Ding, MD
8:55-9:05 am	Proximal 1/4 Forearm Fractures: Avoiding Pitfalls	Utku Kandemir, MD
9:05-9:20 am	Panel Discussion	
WRIST / HAND Moderator: Edward Harvey, MD		
9:20-9:30 am	Distal Radius Fractures: Treatment Strategies for Simple and Complex Injuries	Nicole Schroeder, MD
9:30-9:40 am	DRUJ Instability: When to Open and How to Stabilize	Nicolas Lee, MD
9:40-9:50 am	Transscaphoid Perilunate Injuries: Assessment, Approach, and Fixation	Scott Hansen, MD
9:50-10:00 am	Metacarpal Base Fractures and Dislocations: Avoiding Complications	Michael Terry, MD
10:00-10:15 am	Panel Discussion	
10:15-10:35 am	Break / Visit Exhibits / Travel to Workshops	

Hands-on Workshops with Rotating Sessions: Trauma-related Complications

Workshop 1: Non-Union

J. Borrelli (Leader) / A. Schmidt / T. Bray / E. Schemitsch / P. Toogood

Workshop 2: Malunion

M. McKee (Leader) / F. De la Huerta / C. Krettek / N. Dehghan / U. Kandemir:

Workshop 3: Fracture-Related Infection

D. Lowenberg (Leader) / J. Ficke / A. Schmidt / E. Harvey / T. Ding

	Workshop 1	Workshop 2	Workshop 3
10:35-11:15 am	Group A	Group B	Group C
11:25-12:05 pm	Group B	Group C	Group A
12:15-12:55 pm	Group C	Group A	Group B

12:55-1:05 pm	Break / Visit Exhibits/ Travel to Lectures
1:05-2:00 pm	Lunch Symposium / Visit Exhibits
	Orthopaedic Trauma Family Feud
	Host: A. El Naga
	Team Canada: M. McKee (Captain) / E. Schemitsch / E. Harvey / N. Dehghan / M. Xu
	Team USA: J. Borrelli (Captain) / K. Dickson / T. Bray / A. Schmidt / J. Ficke

GERIATRICS: MANAGING THE COMPLEX CASES Moderator: Emil Schemitsch, MD

2:00-2:10 pm	Proximal Humerus	Michael McKee, MD
2:10-2:20 pm	Elbow	Edward Harvey, MD
2:20-2:30 pm	Distal Radius	Nicolas Lee, MD
2:30-2:40 pm	Proximal Femur	Joseph Borrelli, MD
2:40-2:50 pm	Distal Femur	Andrew Schmidt, MD
2:50-3:00 pm	Ankle	Shepherd Hurwitz, MD
3:00-3:20 pm	Discussion	
3:20-3:30 pm	Course Summary/Raffle	
3:30 pm	Adjourn	



Orthopaedic Trauma Institute
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San Francisco, CA 94110

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<http://www.orthotrauma.com>



2025 ORTHOPAEDIC TRAUMA COURSE • APRIL 24-26, 2025

COURSE OBJECTIVE

Learn new and evolving concepts in trauma and fracture management through didactic lectures, case presentations, and hands-on practice with the latest implants from international leaders in the field of orthopaedic traumatology. This course is of substantial value in the preparation for board and recertification examinations.

This course is of substantial value in the preparation for board and recertification examinations.

EDUCATIONAL OBJECTIVES

At the conclusion of this educational activity participants should be able to:

- Review orthopaedic trauma principles.
- Improve skills and assess advancements in surgical techniques through hands-on plating, external fixation, and intramedullary nailing methodology.
- Apply technological advancements that can be brought readily to the clinical setting of orthopaedic trauma care, including osteobiologics and instrumentation.



All Course Details

Please scan the QR code or visit our website directly

<https://orthosurgery.ucsf.edu/education/programs/Annual-International-San-Francisco-Orthopaedic-Trauma-Course> to see all course details including lodging, program and to register.

REGISTER TODAY! You may REGISTER directly by logging onto cme.ucsf.edu

For QUESTIONS and EXHIBITOR INFORMATION, contact Erin Simon – Director, OTI Courses and Events, Orthopaedic Trauma Institute | erin.simon@ucsf.edu. The syllabus will be available only via the Orthopaedic Trauma Course website.

19th ANNUAL INTERNATIONAL
Orthopaedic Trauma Course

April 24-26, 2025 • San Francisco

Mail to : UCSF Office of CME, Box 0742
 490 Illinois Street, Floor 8
 San Francisco, CA 94143
 Fax: 415-476-0318

Online: cme.ucsf.edu
 Registration Information: (415) 476-4251
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 erin.simon@ucsf.edu

Dr. Ms. Mr. Mrs.

Last Name	First	M.I.
Degree		Specialty
Address		
City		State Zip
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Email		
Address Label Code Letter (see address label: example, A, B, C, D, etc.)		
Would you like to be on our priority e-mail list? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Please indicate if you have any special needs:		

REGISTRATION

MMC25010 April 24-26, 2025

Physicians \$745 On or Before 4/1/25
 \$845 After 4/1/25

Industry Professionals

\$745 On or Before 4/1/25
 \$845 After 4/1/25

PA's and Allied Health Professionals

\$645 On or Before 4/1/25
 \$745 After 4/1/25

Nurses (for registration in course and simultaneous nursing track. Open to all specialties.)

\$645 On or Before 4/1/25
 \$745 After 4/1/25

International attendee scholarships are available on request (please contact Erin Simon: erin.simon@ucsf.edu for further information).

Make checks payable to UC Regents

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Name on Card (Please Print) _____ Authorized Signature _____

Refund Policy: Cancellations received in writing before the first day of the course will be refunded, less a \$75 administrative fee. No refunds will be made on cancellations received after that date.

ON-SITE REGISTRATION (Pre-registration is preferred to ensure that registrants receive a name badge.)

Time: 6:30 am – 8:00 am
 Date: Thursday, April 24, 2025
 Place: InterContinental Hotel
 San Francisco
 888 Howard Street
 San Francisco, CA 94103
 1 (866) 781-2364
<http://www.intercontinental-sanfrancisco.com/>



Special Discounted Hotel Room Rates: For guests who book by April 2nd. They will receive a discounted rate of \$239.00 per room, per night. After April 2nd, guests will receive the group rate based only on availability – rooms book quickly! For call in reservations have your guests call 1-866-781-2364 and request a reservation for the group UCSF ZSFG San Francisco Orthopedic 2025. For questions about these rates or alternative housing please contact erin.simon@ucsf.edu. By staying at the host hotel, you help UCSF meet its contractual obligations and keep future registration fees reasonable. Please take this into consideration when making your accommodation decisions.