



## Undergraduate Medical Education Program

### Independence of Student Health/Psychological Care from Assessment & Promotion

Approved by:	Undergraduate Medical Education Curriculum Committee
Approved Date:	<b>November 24, 2016</b>
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#### General

All reasonable efforts will be undertaken to ensure that students are not evaluated or have their promotion affected by a faculty member or resident who also acts as one of their significant health care providers.

#### Guidelines

1. Providers or supervisors of significant general medical, psychiatric or psychological care of undergraduate medical students will not have any current or future role in the student's academic assessment, including influence or oversight of decisions about academic evaluation, and no current or future role in promotion or progress of that student.
2. Providers or supervisors of significant general medical, psychiatric or psychological care of undergraduate medical students shall not participate in evaluation or recommendation of that student for residency application, in particular will not participate in any CaRMS related interview or review processes.
3. If a dual provider and teaching role arise, either or both student and provider should notify the appropriate leadership for that context – e.g., Unit Head, Clerkship Supervisor, Postgraduate Director and the Assistant Dean Student Affairs of the conflict of role. Where emergency care is necessary it should take precedence and subsequently efforts will be taken through the offices of Student Affairs and UGME to find an alternate learning context and supervisor.
4. Should providers or supervisors of past or current significant care find themselves indirectly in any evaluative or promotion role, they are responsible to remove themselves from those roles in the interests of student confidentiality and limitation of bias in evaluative processes. Alternates should be found for the academic roles by the Faculty of Medicine while the

provider's primary care role, and privacy norms within that role, are maintained. This includes when active care or treatment is in the past, or could be reasonably anticipated in the future.

5. The Student Affairs Assistant Dean and staff have no assessment or evaluative roles with students. Copies of any communications or documentation from treating professionals are maintained in secure files within Student Affairs locked offices or password protected communications, and only for the purpose of supporting, accommodating or advocating for the student's progress.
6. The Faculty of Medicine will inform students of this policy by direct presentations by staff and all electronic routes of communication. Faculty and residents at Dalhousie will be informed of the policy through written communication to:
  - Associate Dean, Postgraduate Medical Education
  - Departments/Divisions and their Heads
  - Residency Program Directors
  - Faculty Council,
  - Unit Heads
  - Clerkship Directors,
  - Web-based and electronic communications to Faculty in general.