



Policies and Procedures

Subject: EXTENUATING CIRCUMSTANCES	
Created: July 2004	Revised: December 2022
Reviewed and approved by the Residency Program Committee: December 2022	Next review date: September 2024

In many cases residents ask for exemptions from program/site requirements or policies because of extenuating circumstances. It is impossible to be comprehensive in the definition, but the following principles will help to guide decisions.

Principles

In order to be considered for exemption from a policy (e.g. requirement for three-month notification for a schedule change or elective request, request for leave) circumstances should fall into one of the following categories:

- Sudden and unexpected family events – (e.g. illness, death).
- Unpredictable requirements for care of children (e.g. the resident is the sole or primary caregiver and other caregiving arrangements have suddenly fallen through).
- Undue personal distress or hardship
- Undue distress or hardship for a close family member.