

<b>Office of Accountability:</b>	Postgraduate Medical Education
<b>Office of Administrative Responsibility:</b>	Postgraduate Medical Education
<b>Date:</b>	June 17th, 2024
<b>Review Date:</b>	June 17th, 2024

### Definitions

<b>Accommodation(s)</b>	A change to teaching or evaluation procedures, which is designed to accommodate the particular needs of a Learner with a disability without compromising the academic integrity of the course, program, or assignment; or a change to University activities and supports which is designed to accommodate the particular needs of a Learner with a disability.
<b>Learner(s)</b>	An individual enrolled in a postgraduate training program at Memorial University (Memorial).
<b>Mistreatment</b> As modified from the definition of "Harassment"	Comments or conduct that involve objectionable behaviours which are abusive, offensive, demeaning or vexatious that are known or ought reasonably to be known to be unwelcome which may be intended or unintended. Mistreatment includes Personal Harassment and Harassment based on Prohibited Grounds of Discrimination which includes gender identity, sexual orientation, race, colour, nationality, ethnic origin, social origin, religious creed, religion, age, disability, disfigurement, marital status, family status, source of income and political opinion.
<b>Well-Being</b>	Well-Being is a positive state experienced by individuals and societies. Similar to health, it is a resource for daily life and is determined by social, economic and environmental conditions. Well-Being encompasses quality of life and the ability of people and societies to contribute to the world with a sense of meaning and purpose.

## Overview

Well-Being during Postgraduate Medical Education (PGME) is the state of physical, mental, social, emotional and financial wellness. These guidelines serve to identify Well-Being services, supports and resources which are available to postgraduate Learners.

## Guidelines

### **1.0 Postgraduate Medical Education Office Responsibilities**

- 1.1 The Postgraduate Medical Education Office (PGME) has a duty to promote and support respectful learning environments which are safe and supportive of diverse Learner Well-Being needs. PGME recognizes that communication between Learners, faculty, staff and other team members must occur in an open, collegial and professional atmosphere.
- 1.2 Postgraduate Learners are supported in their efforts to maintain their physical and mental health in line with relevant policies, practices and procedures including those related to personal safety, leaves of absence and mistreatment.

### **2.0 Learner Resources and Well-Being Supports**

- 2.1 Postgraduate Learners are responsible for managing their emotional and physical health to ensure their own Well-Being and are encouraged to access the Well-Being supports, resources and referrals available to them through the Office of Learner Well-Being and Success (LWS) which operates at an arms length from PGME.
- 2.2 LWS provides a confidential space for postgraduate Learners to support their individualized Well-Being process through consultation and guidance around available resources.
  - 2.2.1 Learners are encouraged to be familiar with the Faculty of Medicine's [Privacy Policy](#) which provides information about the scope and limitations of the LWS commitment to confidentiality.

- 2.3 Postgraduate Learners with Accommodation needs are supported by [Accessibility Services \(the Blundon Centre\)](#) as outlined in the [Memorial University Accessibility for Students with Disabilities Policy](#).
- 2.4 The Faculty of Medicine is committed to a learning environment free of bullying, intimidation, harassment, sexual harassment and sexual assault. Resources related to Mistreatment and Professionalism including the process for reporting incidents of Learner Mistreatment can be accessed on the [Mistreatment and Professionalism webpages](#).

### 3.0 Postgraduate Medical Learner Well-Being Network, LWS

- 3.1 Faculty and Learner representatives from each of the postgraduate specialty training programs form a [Postgraduate Medical Learner Well-Being Network](#) to:
- i. Identify and prioritize Well-Being needs of Learners in their training programs;
  - ii. Champion Well-Being endeavors as ambassadors for their programs and LWS;
  - iii. Liaise between LWS and the postgraduate specialty training programs to enhance communication and collaboration;
  - iv. Communicate with each other around Well-Being achievements and challenges;
  - v. Act as Well-Being contacts for learners in their specialty program outside of the Program Director.
- 3.2 Postgraduate Learner representatives from each postgraduate specialty are represented on the [Postgrad Well-Being Committee](#) chaired by the LWS Learner Well-Being Specialist.
- 3.3 All Faculty representatives meet quarterly, and also annually, with all of the postgraduate Learner representatives. Faculty representatives also meet regularly with their corresponding Learner representative as needed for the specific needs of their specialty training program.

3.3.1 A listing of Faculty and Learner Well-Being representatives by postgraduate specialty is [available here](#).

### 4.0 Contacts and Resources

- 4.1 The LWS Well-Being Specialist is a point of contact for Well-Being queries and referrals for Health services: [lswellbeing@mun.ca](mailto:lswellbeing@mun.ca).
- 4.2 The LWS Coordinator provides guidance and support on reporting mistreatment and professionalism concerns: [wscoordinator@mun.ca](mailto:wscoordinator@mun.ca)

## Well-Being Guidelines

4.3 PARNL advocates for the collective interest of Learners on educational, professional and Well-Being issues: [executivedirector@parnl.ca](mailto:executivedirector@parnl.ca)

4.4 The PGME Office serves as a resource and point of contact for postgraduate Learners: [pgmeadministrator@mun.ca](mailto:pgmeadministrator@mun.ca)

4.5 Learner Well-Being Access Points for Postgraduate Learners, including contacts, is outlined [here](#).

4.6 Additional Resources:

4.6.1 LWS Resources:

- i. [LWS two-page guide](#):
- ii. [LWS Catalogue of Resources](#)
- iii. [Mistreatment](#)
- iv. [Professionalism](#)
- v. [Well-Being Resources FoM](#)

4.6.2 Campus-wide and National Resources:

- i. [College of Family Physicians of Canada \(CFPC\): Physician Wellness Initiative](#)
- ii. [CMA Wellness Hub](#)
- iii. [MUN Resource SWCC](#)
- iv. [Resident Doctors of Canada \(Wellness and Crisis Resources\)](#)
- v. [Royal College of Physician & Surgeons: Physician Wellness](#)

## **Related Links**

[Accessibility for Students with Disabilities Policy](#)

[FoM Well-Being Resources and Supports](#)

[Memorial Student Wellness and Counselling Centre \(SWCC\)](#)

[Policy for the Prevention and Resolution of Learner Mistreatment](#)

[Postgraduate Fatigue Risk Management](#)

[Postgraduate Safety Policy](#)



Faculty of Medicine

## Well-Being Guidelines

[Postgraduate State of Emergency Policy](#)

[Professional Association of Residents of Newfoundland and Labrador \(PARNL\)](#)

[Sexual Harassment and Sexual Assault Policy](#)