**TEMPLATE INSTRUCTIONS (Remove these instructions before publishing)**

YELLOW HIGHLIGHTS: Update with your program’s information and remove the highlights.

RED TEXT: Notes for the program only. Meant to provide context or instruction. Remove anything in red text prior to publishing.

BLUE TEXT: Reference to applicable accreditation standards, for your information. Remove anything in blue text prior to publishing.

**Requirement 5.1.2:** Residency education occurs in a safe learning environment.

Indicator 5.1.2.1: Safety is actively promoted throughout the learning environment for all those involved in the residency program.

Indicator 5.1.2.2: Effective resident safety policies and processes are in place, which may include policies and processes defined centrally or specific to the program, and which reflect general and/or discipline-specific physical, psychological, and professional resident safety concerns, as appropriate. The policies and processes include, but are not limited to:

* After-hours consultation
* Complaints and allegations of malpractice
* Fatigue risk management
* Hazardous materials
* Infectious agents
* Ionizing radiation
* Patient encounters (including house calls)
* Patient transfers (e.g., Medevac)
* Safe disclosure of patient safety incidents
* Travel
* Violence, including sexual and gender-based violence.

Indicator 5.1.2.3: Policies regarding resident safety effectively address both situations and perceptions of lack of resident safety, and provide multiple avenues of access for effective reporting and management.

Indicator 5.1.2.4: Concerns with the safety of the learning environment are appropriately identified and remediated.

Indicator 5.1.2.5: Residents are supported and encouraged to exercise discretion and judgment regarding their personal safety, including fatigue.

Indicator 5.1.2.6: Residents and teachers are aware of the process to follow if they perceive safety issues.

*This template is adaptable to program needs and should reflect program-specific safety risks.*

**PROGRAM NAME**

**SAFETY POLICY**

**Approved:** DATE

**Date of Next Scheduled Review:** DATE (review at least every three years)

**Preamble**

The PROGRAM NAME program is committed to providing a safe learning environment for all postgraduate medical trainees. The PROGRAM NAME program agrees to adhere to the “PGME Safety Policy”. The purpose of the PROGRAM NAME program’s policy is to augment the PGME policy by identifying program-specific safety risks.

**Policy and Resource References**

* [PGME Safety Policy](https://www.schulich.uwo.ca/medicine/postgraduate/future_learners/docs/Policies%20for%20Website/PGME%20Safety%20Policy.pdf)
* [PGME Fatigue Risk Management Guidelines](https://www.schulich.uwo.ca/medicine/postgraduate/future_learners/docs/Policies%20for%20Website/Fatigue%20Risk%20Management%20Guidelines.pdf)
* [Learner Experience](https://www.schulich.uwo.ca/learner_experience/)
* Insert other relevant references (if applicable)

**Definitions**

**Physical safety:** an environment free of harm or injury, threats of harm or injury, or near harm or injury, which may be inflicted by a person, substance, object, hazard or occupational practice. [[1]](#footnote-2)

**Psychological safety:** promotes workers’ psychological well-being and actively works to prevent harm to worker psychological health, including neglect, reckless, or intentional ways.[[2]](#footnote-3)

**Cultural safety:** an outcome based on respectful engagement that recognizes cultural preferences (e.g., customs, rituals) and strives to address inherent power imbalances in the health care system. It results in an environment free of racism and discrimination, where people feel safe to express themselves.[[3]](#footnote-4)

**Professional safety:** includes protection from allegations of malpractice, insurance against medical malpractice suits, disclosure assistance, academic and professional record confidentiality, as well as reporting procedures where confidentiality is assured and there are no reprisals.[[4]](#footnote-5)

**Policy Statements**

1. The PROGRAM NAME program commits to providing all trainees with a full disclosure of potential safety risks and appropriate education prior to involvement in activities that may pose a safety risk. Program-specific safety risks not covered by the PGME Safety Policy are identified below.

Create program-specific subheadings and add relevant statements as needed. Examples of possible subheadings for each category are provided below, not all will apply to your program. Mandatory training expectations should be noted, along with resources for reporting or resident support.

Topics covered in the PGME Safety policy only need to be included if your program has additional procedures or resources that trainees should be aware of. Your policy may only have one or two program-specific safety risks to disclose.

**Physical safety examples:** Personal safety and injury reporting, travel, working in isolated locations, electronic communication with patients, dealing with violent patients, body substance exposure, infection control, immunizations, call rooms, radiation exposure, hazardous materials, pregnancy.

**Psychological safety examples:** Mistreatment, intimidation and harassment, psychological illness, substance abuse, inequity in the workplace.

**Cultural safety examples:** racism and discrimination.

**Professional safety examples:**  Conflict in ethical/religious beliefs, adverse event/critical incident support, confidentiality of personal information, medico-legal coverage and threat of legal action, reporting procedures.

**Appendices (if applicable)**

* **Appendix A**

1. Canadian Medical Association <https://www.cma.ca/physician-wellness-hub/topics/physical-psychological-and-cultural-safety> [↑](#footnote-ref-2)
2. Canadian Standards Association - Psychological health and safety in the workplace - Prevention, promotion, and guidance to staged implementation [↑](#footnote-ref-3)
3. Canadian Medical Association <https://www.cma.ca/physician-wellness-hub/topics/physical-psychological-and-cultural-safety> [↑](#footnote-ref-4)
4. General Standards of Accreditation for Residency Programs Version 2.0 [↑](#footnote-ref-5)