

# Learner Experience Unit: *Understanding and Navigating Alternative Administrative Arrangements*

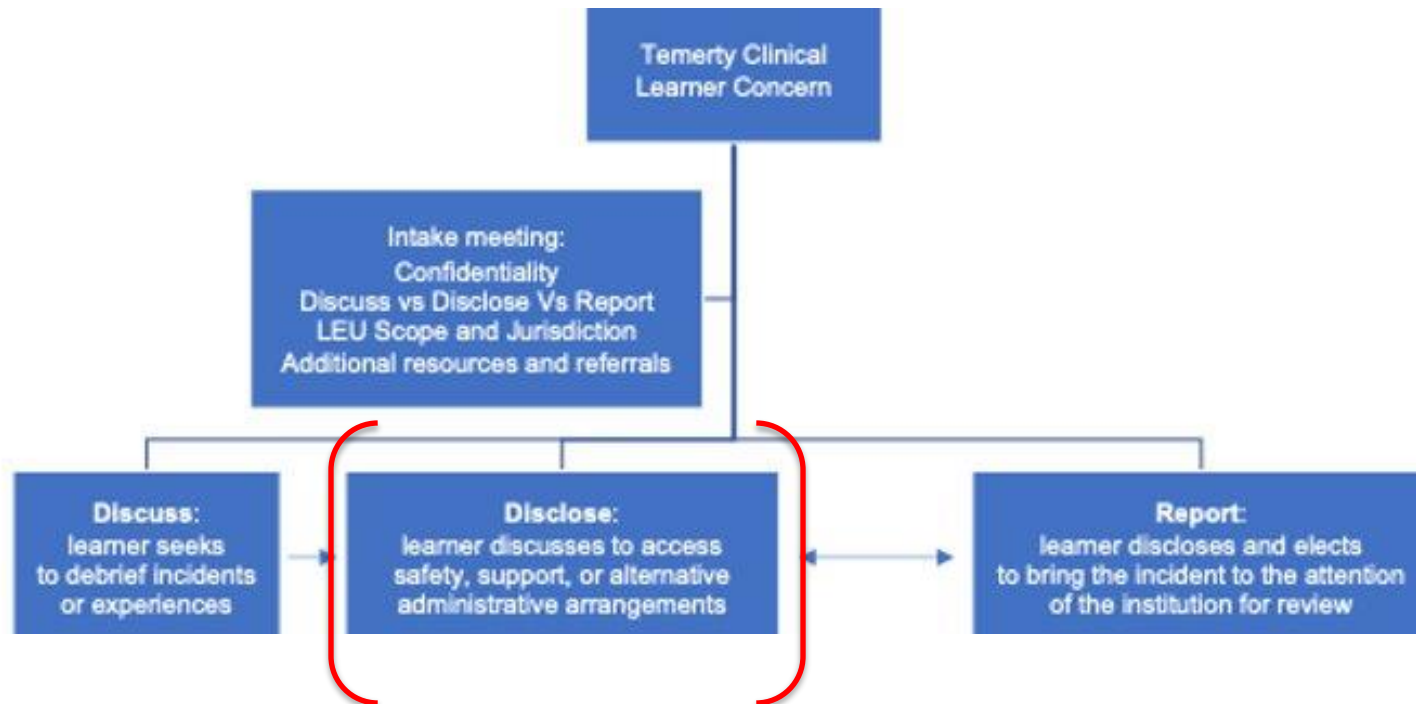
Temerty Faculty of Medicine  
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# Objectives

Define	Define what an Alternative Administrative Arrangement (AAA) is and its role in supporting a learner to thrive.
Describe	Describe circumstances under which a learner may request or be offered an AAA.
Recognize	Recognize the roles/responsibilities of learners/educators/leaders within the AAA framework.
Develop	Develop strategies to effectively communicate the purpose and process of AAAs within the learning environment.

# Discuss vs Disclose vs Report



# What is a AAA?

Support option for learners  
who disclose mistreatment

May involve avoiding certain  
individuals or environments

**Goal:** protect learner well-being  
and academic progression,  
without the need to report.

## Examples of Situations

Humiliation in front of patients

Inappropriate physical contact


Gender-based derogatory comments

Gaslighting or psychological manipulation

Bullying by a peer learner

Racial microaggressions/slurs from staff

Anger outbursts



# Differentiating Accommodations & Alternative Administrative Arrangements (AAA)

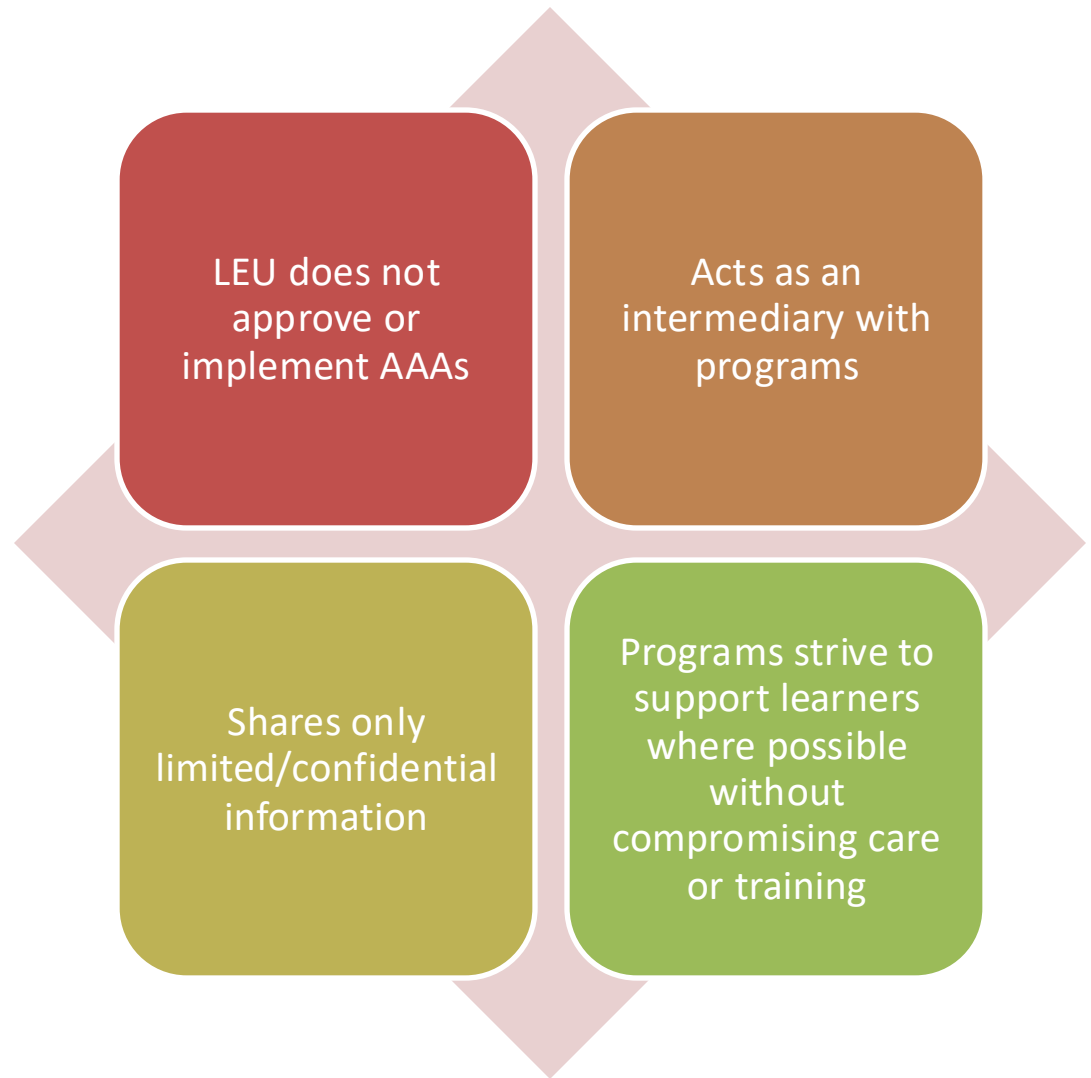
Feature	Accommodation	AAA
Purpose	Address workplace/academic barriers due to protected grounds	Address safety or wellbeing following mistreatment
Basis	Legal obligation under human rights	Institutional support mechanism through LEU
Focus	Workplace equity & inclusion	Psychological safety and academic continuity
Decision Authority	Employer (with legal duty)	Academic program (based on feasibility)
Legal Requirement	Yes	No

The background of the slide features a collection of approximately 20-25 small, 3D house models. Most of these models are white with grey roofs, and they are scattered across a light grey, reflective surface. One house model, located slightly to the right of the center, stands out because it has a bright red roof. The lighting is soft, creating gentle shadows for each house model.

# Differentiating Accommodations & Alternative Administrative Arrangements (AAA)



# Role of the LEU



# Confidentiality

ONLY INDIVIDUALS NECESSARY FOR  
IMPLEMENTATION ARE INFORMED



MINIMAL INFORMATION SHARED



LEARNER PRIVACY PRIORITIZED



# Program Considerations

## Assessment of feasibility

- Is it possible to reassign the learner?
  - *No adverse impact on patient care?*
  - *Learner is able to meet objectives?*
  - *Team is able to fulfill their role?*

## Review of assessment processes

- Adjustments required to assessment and evaluative mechanisms?

# LEU Workflow

