

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

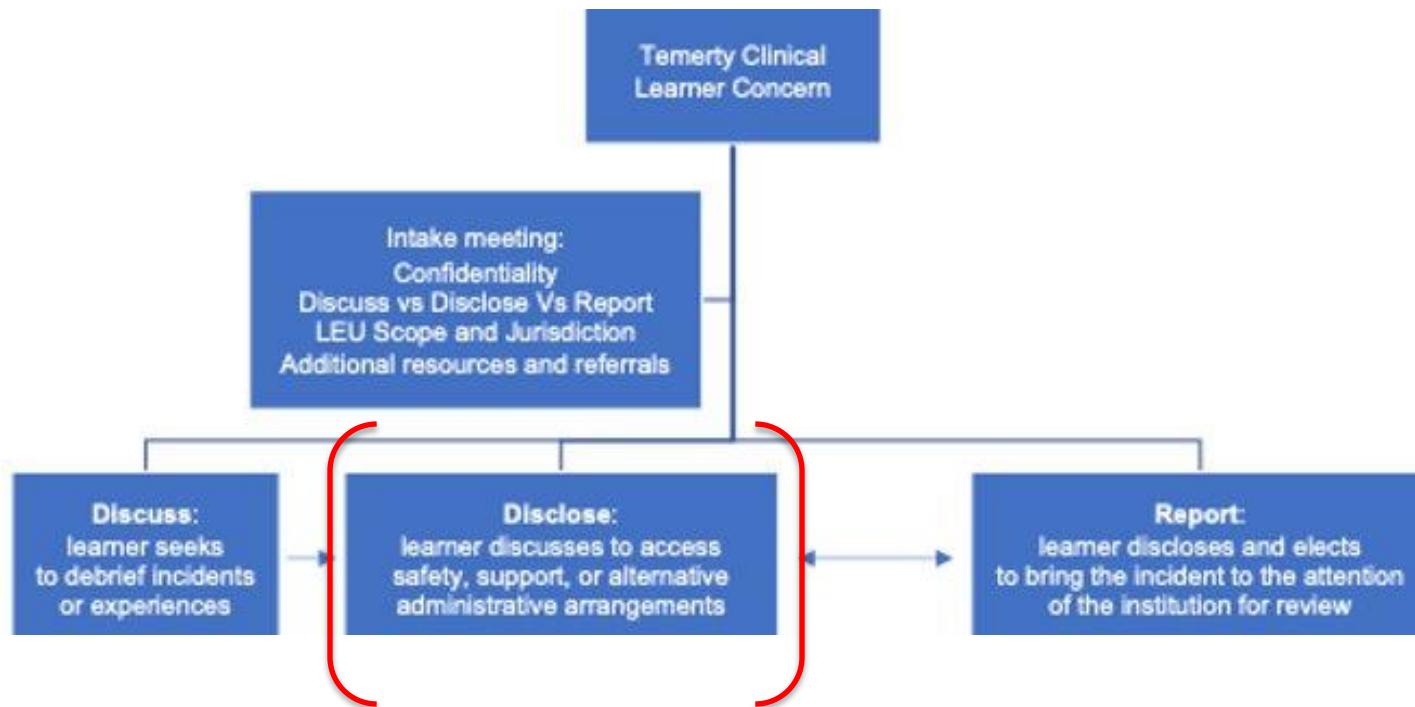
Temerty Faculty of Medicine
Learner Experience Unit, Office of Learner Affairs

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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)

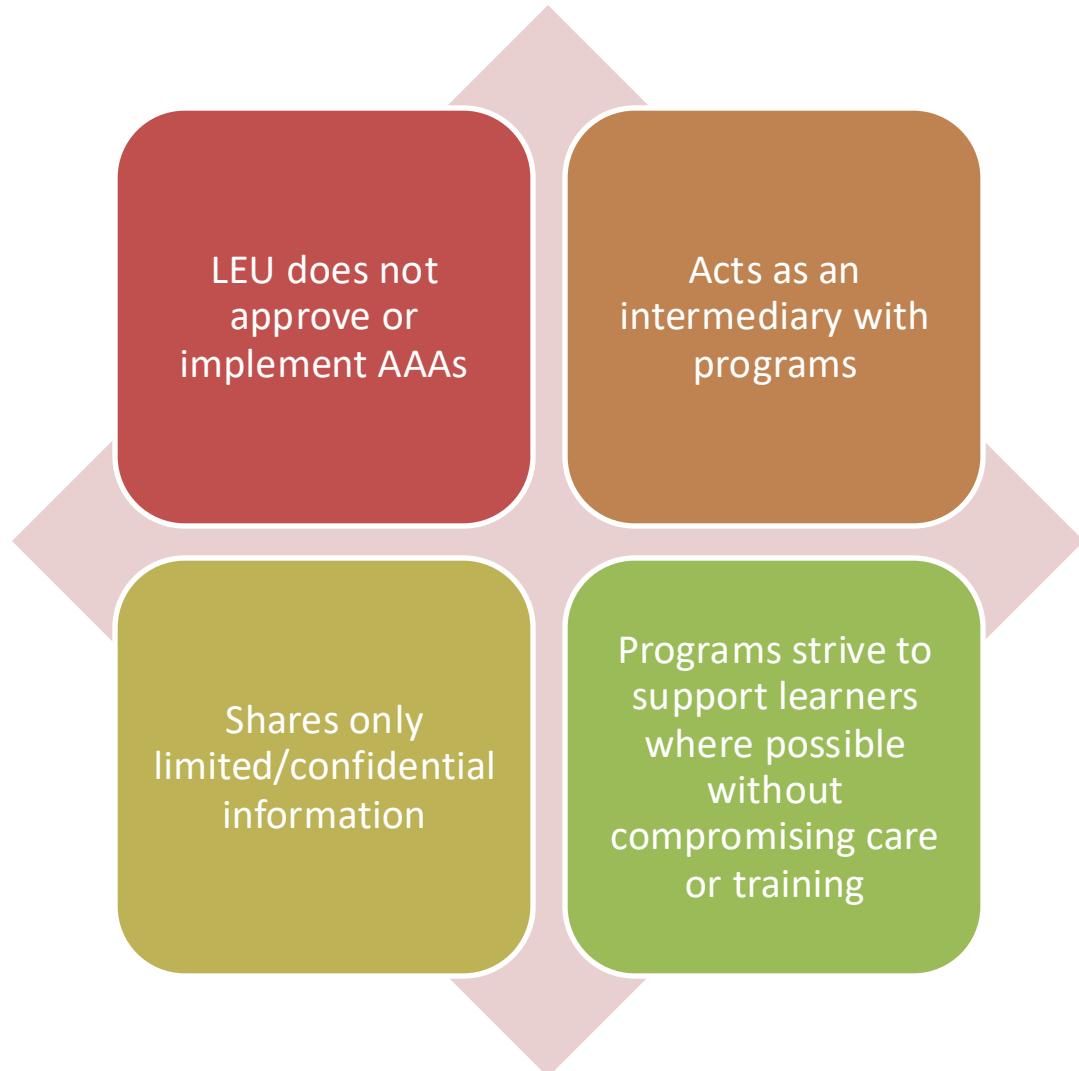


Feature	Accommodation	AAA
Purpose	Address workplace/academic barriers due to protected grounds	Address safety or wellbeing following mistreatment
Basis	Legal obligation under human rights	Institutional support mechanism through LEU
Focus	Workplace equity & inclusion	Psychological safety and academic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



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

