

# Professionalism Pathway

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# Objective & Purpose

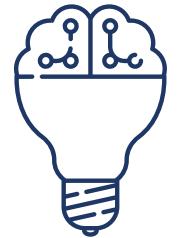
- Create a process for postgraduate programs to address professionalism concerns *before* escalation to RPC or BOE.
- Twofold purpose:
  1. Ensure the road to RPC and BOE is procedurally fair;
  2. Manage disputes about facts.

## Procedural Fairness

includes:

- Notice of the concerns
- An opportunity for the learner to respond to the concerns
- A timely process
- An unbiased decision-maker
- An explanation for the decision

# Process Overview



## Identifying Concerns

How concerns are identified, e.g.:

- Single critical incident
- Recurring pattern of behaviour(s)



## Handling Fact Disputes

- What to do when the Learner is disputing the facts



## Notifying and Meeting with a Learner

- When to notify a Learner
- When to meet with a Learner



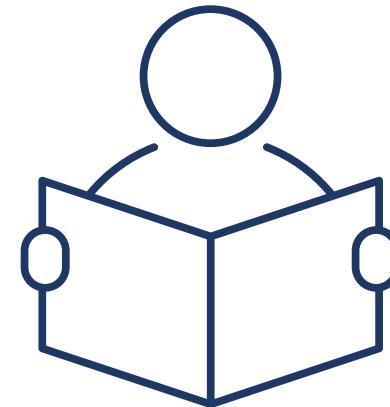
## Next Step Considerations

What to consider if a professionalism concern(s) is confirmed, e.g.:

- No Further Action;
- Informal Remediation;
- Formal Remediation, etc.

# Professionalism Pathway Toolkit

- To assist Programs in implementing this process, we are currently developing a Professionalism Pathway 'Toolkit'.
- Toolkit will include:
  - Guidance for each step of the process
  - Correspondence templates
  - Comprehensive guide for resolving factual disputes



# Input & Feedback

## Survey Questions

- 1) How involved are you, generally, in dealing with pre-RPC/BOE professionalism concerns? If you are not involved at this stage, who is?**
- 2) What are the challenges you face in addressing pre-RPC/BOE professionalism concerns?**
- 3) What would you find helpful in a process which provides a pathway to address these concerns?**

**SURVEY LINK: [Professionalism Pathway Survey Questions – Fill out form](#)**