



**Purpose:**

Leaves of absence from residency duties may be necessary for a variety of reasons, including medical, parental and caregiver needs. Such time away from duty may be necessary to promote and safeguard current and future resident wellbeing and fitness for duty. However, such leaves of absence will impact the training environment and have the potential of placing increased burden on other residents. THMEP recognizes its duty to ensure that all residents experience an educational environment, and are assigned clinical duties in that environment, that prioritize learning, without placing undue burden on any resident learner.

**Policy:**

- All Leaves of Absence (LOA) must be approved by the Designated Institutional Official (DIO).
- The DIO will meet with the Program Director and Program Coordinator for the resident taking LOA, and the impact of the LOA on the residency program, its residents and other learners will be assessed.
- The DIO will consult with Program Directors of residents from other programs that might be impacted by this LOA.
- As a result of these consultations, the DIO and Program Director will agree upon and institute a plan to address any necessary changes in the educational program and resident duties.
  - This plan will be predicated on the need to maintain a safe and effective training environment that promotes resident education and well-being, while safeguarding patient safety.
  - This plan will, as necessary, enlist additional resident coverage, bring in other non-resident resources and/or adjust duty requirements in such a way as to minimize the impact on other residents in general and to assure that inappropriate burden is not placed on any resident.