1. **Purpose**
The Residency Program recognizes that there are many elements to Resident wellness and understands that there are many pressures placed on Residents during their training. Not only are there demands of call, exams, longitudinal projects, and arranging electives and holidays, but there are also external forces and stressors acting such as family, finances, moving to an unfamiliar environment, and personal health. As Residents graduate from being a clinical clerk, they continue to work diligently, assume greater responsibility for patients and professionalism, and pressures mount with respect to licensing and preparedness for careers after Residency. Unfortunately, on occasion, there persists a culture of competitiveness and intra-professional disrespect which can result in intimidation and harassment, excessive demands, insecurity, and anxiety for Residents.

This culture, when encountered, may also teach Residents to deny feelings of being overwhelmed, fatigued, or stressed. Fortunately, the professional colleges, Resident associations, and University Departments of Pathology and Laboratory Medicine all recognize the need to act against these attitudes and beliefs. It is the policy of all the Post-Graduate Programs at the University of Ottawa that Resident well-being is the number 1 priority.

2. **Scope**
This policy applies to Anatomical Pathology Residents at the University of Ottawa.

3. **Definitions**

4. **In this Policy:**
   a) “Wellness” relates to the residents’ physical, emotional and professional wellbeing.

5. **Policy Statement**
   a. The Resident wellness policy should be reviewed, edited and accepted with input from the Resident body through the Residency training program.
   b. Residents need adequate access to this policy to enable them to act when needing help or support.
   c. Residents are strongly encouraged to find a Family Physician early in their Residency for themselves and for their family.
   d. Residents who are feeling harassed, intimidated and/or discriminated against should access one or more of the following support resources:
      i. The Residency Program’s Harassment and Discrimination policy  
      ii. The University of Ottawa harassment and discrimination policy  
      iii. How to report an incident to the University  
         [https://app.med.uottawa.ca/professionalism/](https://app.med.uottawa.ca/professionalism/)
   e. Residents suffering from undue stress during their Residency Program are encouraged to contact:
      i. The University of Ottawa Mental Health and Wellness  
         [https://www.uottawa.ca/wellness/](https://www.uottawa.ca/wellness/)
      ii. PARO  
         [http://www.myparo.ca/](http://www.myparo.ca/)
iii. Faculty of Medicine Wellness Office

f. https://med.uottawa.ca/professional-affairs/faculty-wellness-program

g. • Wellness resources
   https://med.uottawa.ca/postgraduate/sites/med.uottawa.ca.postgraduate/files/list_of
   wellness_resources-_june_2019.pdf

h. Residents who are struggling with academics are encouraged to contact the Residency Program
   Director or their Department Chair.

i. Residents and staff are encouraged to contact the appropriate resources if they know of a colleague
   who is suffering from undue stress, intimidation or harassment.

j. The Program will provide specific orientation to wellness for incoming Residents aimed at helping
   Residents integrate wellness into their Residency training and future practice as Pathologists.

6. **A Wellness Fund** in the amount of $500 is available for PGY1-PGY5 residents in the Anatomical Pathology
   Residency Program of the Department of Pathology and Laboratory Medicine at the University of Ottawa.
   Residents may apply to the fund to support resident wellness. Activities included but not limited to, are and
   must be approved by the Program Director:
   - Yoga classes
   - Group fitness classes
   - Aqua fitness classes
   - Tennis
   - Golf
   - Squash
   - Purchase of a bicycle

7. In an effort to be environmentally conscious and go "green", the program will also support the purchase of a
   bicycle including a helmet, up to the maximum amount allowed per year for all wellness activities. Please
   note that bike accessories will not be covered for a residents existing bicycle. If the bike is bought off a
   secondhand website as cash (e.g. - Kijiji, Facebook groups etc.) please provide an official receipt from the
   buyer for reimbursement purposes.
   Biking is an excellent way to exercise, explore Ottawa and commute to work!

8. **Coverage:**
   Residents may apply for up to a maximum of $500 per year to defray the cost associated with these
   activities. Original receipts must be provided.

9. **Limitation:**
   Residents may receive an allotment from the fund only up to $500.00 per academic year, July through June.
   The funds will be used for this purpose and cannot be carried over to the next academic year.

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