



## Resident selection policy

### Introduction

The General Standards of Accreditation, endorsed by the Canadian Residency Accreditation Consortium (CanRAC), require the Postgraduate Medical Education Committee to establish and supervise a policy for the selection of residents to all programs. This policy serves that purpose, outlining the principles governing selection of residents into postgraduate medical training programs at McGill University.

### Principles for selection of residents into postgraduate programs

1. Resident selection is a responsibility of each individual post-graduate training program.
2. Each post-graduate training program will establish its own processes and procedures for the selection of residents that follows standards and policies from McGill PGME and CaRMS.
3. Programs may consider a range of criteria in making their selection decisions. For example, academic achievement, scores on standardized tests, interest in and aptitude for the discipline, experience in research or other scholarly activities, extracurricular activities, and personal qualities. Programs with specific requirements shall communicate these requirements clearly to potential applicants in the program description on the CaRMS website, and on the program's own website.
4. All post-graduate training programs as well as those participating in a CaRMS match must abide by all guidelines published by CaRMS. Interviews should be free of intimidation and cannot include personal questions about family, religion, marital status, sexual orientation, age, finances, and cannot include questions regarding other applications or anticipated ranking of programs. Please refer to the CaRMS website for more information regarding CaRMS guidelines (<https://www.carms.ca/policies/#tab-1521643046-2-19>), in particular the interview guidelines (<https://www.carms.ca/match/r-1-main-residency-match/faculty-ugme/file-review-interviews-r1-ug/interview-guidelines-r1-ug/>).
5. All post-graduate training programs must respect published national dates and deadlines.
6. In cases where selection does not involve the CaRMS match (e.g., selection of trainees for certain subspecialty programs, selection of internationally sponsored trainees), programs must respect provincial or national timelines for the timing of offers, where applicable.
7. In making their selection decisions, programs shall follow the Quebec Charter of Human Rights and Freedoms, i.e., shall not discriminate against applicants based on any ground prohibited under the Quebec Charter of Human Rights and Freedoms. In considering applicants with disabilities, the selection process may take into account *bona fide* occupational requirements.