

1. Purpose & Scope

The purpose of this policy applies to all Trainees who may have a religious belief for which they may wish to request special consideration.

GSA conducts certain mandatory activities outside of normal business hours, including evenings and weekends. GSA acknowledges that doctors may have religious beliefs that may preclude their participation in some activities.

While every effort will be made to accommodate doctors' legitimate religious requirements, GSA reserves the right to hold mandatory activities on days and at times during the above periods, if suitable alternative arrangements cannot be made.

GSA acknowledges its legal obligations under equal opportunity and anti-discrimination law.

2. Definitions

Listed here are all key terms and acronyms used in the policy, and their definitions.

Acronym – Key Word	Definition
GSA	General Surgeons Australia
PFET	Post-Fellowship Education & Training
TTC	Trauma Training Committee
ANZAST	Australian and New Zealand Association for the Surgery of Trauma

3. Policy

3.1 Request for Consideration of Religious Beliefs

3.1.1 Trainees or applicants for training who hold religious convictions which they consider may impact on their ability to undertake mandatory GSA activities should promptly inform the TTC.

- At the time of appointment to the PFET Program in Trauma Surgery
- At the time an activity is scheduled that may conflict with religious requirements

3.1.2 Applicants for special consideration should include in their request a definitive list of mandatory GSA activities that they cannot undertake, and/or times that they are unable to participate in activities.

3.1.3 The application for consideration should be supported by a letter from an authoritative and appropriate religious authority in Australia or New Zealand.

3.1.4 Where consent, approval of dispensation may be available to a candidate to allow participation when otherwise in conflict with religious requirements, the candidate will be required to demonstrate reasonable efforts to obtain such consent, approval or dispensation.

- 3.1.5 GSA reserves the rights to seek clarification and advice from the religious organisation supporting the application, and from any other appropriate authority (i.e. an appropriate religious body or authority, an Equal Opportunity Commission or Anti-discrimination authority).

3.2 Consideration

- 3.2.1 GSA will make every effort to make alternative arrangements for doctors with legitimate religious requirements. In considering alternative arrangements, GSA will take into account the impact on the viability of the event, other doctors and Fellows, the provision of health services, additional costs and the availability of any dispensation.
- 3.2.2 Where alternative arrangements can be made but there is a financial impact to GSA, the reasonable costs may be recovered from the applicant.
- 3.2.3 Applicants for consideration will be advised in writing of GSA's decision.
- 3.2.4 Applicants not granted an exemption from undertaking a mandatory GSA activity will be required to confirm their continued participation in the program.

4. Implementation

The policy will be available on the GSA website.