



# Match Violations Policy

Canadian Resident Matching Service



# What is the Match Violations Policy?

The [Match Violations Policy](#) keeps the match **safe** and **fair** by requiring everyone involved to behave professionally, ethically and responsibly

- Enforces the obligations of applicants and faculties set out in **match contracts**
- Provides **clear examples** of actions that could constitute violations
- Lays out **sanctions based on severity of violations**—ranging from a remedial caution to a multi-year ban from the match

# How was it developed?

CaRMS has had a Match Violations Policy since 2005. It is reviewed and updated every year to make sure it keeps pace with the evolving nature of the match.

**Learner organizations, faculties** and **CaRMS** worked together to develop the latest Match Violations Policy, ensuring those most directly affected by the match violations process had a direct role in shaping it.



Resident  
Doctors  
of Canada



# Who does what in the violations process?

**Joint CaRMS Match Violations Review Committee:** Developed the Match Violations Policy and reviews it on an annual basis. Includes representation from learner organizations (CFMS, FMEQ, RDoC, FMRQ), the AFMC and CaRMS.

**Violations Review Committee:** Investigates and adjudicates reported violations. Composed of the Executive Committee of the CaRMS Board of Directors, which includes learner and faculty representatives to ensure all match participants' points of view are represented in the violations review process.

**CaRMS:** Administers the match. Maintains the Match Violations Policy and makes it available to all match participants.

**Association of Faculties of Medicine of Canada (AFMC):** Acts as the agent for the faculties in the match and ensures they are informed of their contractual obligations.

# Most importantly... what is your role?

Fulfill your contractual obligations and report suspected violations

A large, diverse crowd of stylized human figures in various colors and outfits, representing a multicultural group of people. The figures are arranged in several rows, filling the lower half of the slide.

**Keeping the match safe and fair  
is a shared responsibility**

**We can't do it without your help**

# How does it work?



# Who decides what is a violation?

**Learner organizations, faculties and CaRMS** worked together to determine what actions constitute violations when creating the Match Violations Policy. The policy provides clear examples of these violations, as well as a range of possible sanctions for each.

CaRMS' **Violations Review Committee**, which includes representation from all match stakeholders, investigates and adjudicates every reported violation in accordance with the directives outlined in the Match Violations Policy.

# Why report a violation?

The Match Violations Policy only works if all match participants commit to reporting violations they experience or witness. We all want the match process to be safe and fair for everyone. Working toward this goal is a shared responsibility, and we need your help.

## How do I report a violation?

It's **easy** and **safe** to report a violation—just email [compliance@carms.ca](mailto:compliance@carms.ca). Violations should be reported by those directly involved.

## Is it safe to report a violation?

The process is designed to be **safe** and **secure**. CaRMS is an independent party committed to fairness and equity in the match, and these principles guide all investigations.

Care is taken to ensure safety of those reporting violations, including confidentiality where possible. Due to the nature of most complaints, complete anonymity is often not possible—but **reporting a violation will not affect your application or match status**.

In fact, reporting violations can make the match process safer for you and other participants.

# What happens if I'm reported for a violation?

You will receive written notification of the complaint and an invitation to provide your response, including your version of the incident.

If it is found that a violation did in fact occur, you will be expected to abide by the sanctions outlined in the Violations Review Committee's final report. If it is determined that a violation did not occur, the case will be closed and all parties will be notified.

# Can I appeal a Violations Review Committee decision?

Appeals can be made only on the basis of discovery of new evidence and/or alleged serious misunderstandings of existing evidence. The appeals process is detailed in the [Match Violations Policy](#).

