



Policy Against Unethical Bans or Denials of Medical Treatment, Education, and Training

International Medical Competency Accreditation Council (IMCAC)

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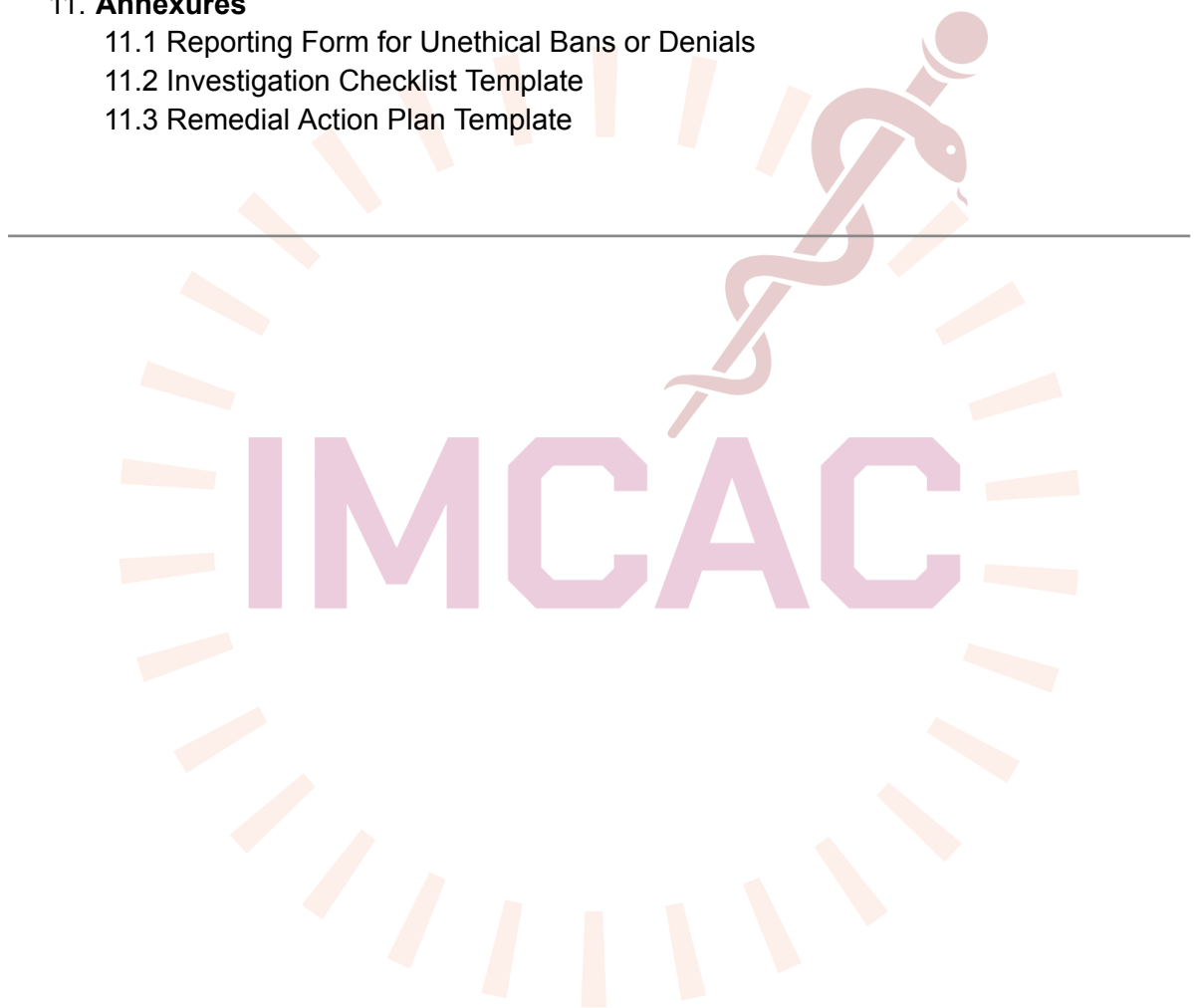
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1. Introduction

1.1 Purpose:

This policy aims to prevent and address any unethical bans or denials of medical treatment, education, or training, ensuring all stakeholders have equitable access to healthcare services and learning opportunities.

1.2 Scope & Applicability:

Applicable to all healthcare providers, medical training institutions, students, and professionals under IMCAC's jurisdiction or accreditation.

1.3 Guiding Principles:

- **Equity:** All individuals have the right to medical care and education without bias.
 - **Integrity:** Decisions affecting treatment or education must be evidence-based and ethical.
 - **Transparency:** Processes and decisions must be clear and accountable.
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2. Objectives

- Protect patients from unjust denial of care.
 - Ensure medical students and professionals have equal training opportunities.
 - Promote ethical practices in medical education and clinical environments.
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3. Definitions

- **Unethical Bans or Denials:** Any action that prevents a person from receiving medical care, education, or training based on irrelevant factors such as race, gender, religion, nationality, financial status, or political beliefs.
 - **Discrimination in Training:** Unequal access to courses, mentorship, clinical exposure, or examinations.
 - **Stakeholders:** Includes patients, students, trainees, faculty, institutions, and regulators.
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4. Principles & Standards

1. **Non-Discrimination:** Denial of care or training based on personal attributes is strictly prohibited.
 2. **Patient-Centered Care:** Decisions must prioritize patient needs, safety, and rights.
 3. **Educational Equity:** Admission, training, and professional development must be merit-based and transparent.
 4. **Institutional Accountability:** Institutions must implement policies to prevent discriminatory practices.
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5. Policy Guidelines

5.1 Medical Treatment Access:

- No patient should be refused medical care unless medically justified.
- Emergency treatment must never be denied.

5.2 Admission to Education & Training Programs:

- Selection must be based on qualifications and competency, not personal biases.

5.3 Professional Development & Continuing Education:

- Equal opportunities for workshops, masterclasses, and skill enhancement.

5.4 Institutional Compliance & Accountability:

- Institutions must maintain documented procedures to ensure compliance with this policy.
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6. Procedures for Reporting & Redressal

1. **Reporting:** Stakeholders may report suspected unethical denial using IMCAC's standard form.

2. **Investigation:** IMCAC will investigate allegations in a timely and confidential manner.
 3. **Remedial Action:** Corrective measures may include training, policy updates, or disciplinary action.
 4. **Protection Against Retaliation:** Whistleblowers and reporters are protected from adverse actions.
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7. Roles & Responsibilities

IMCAC: Monitor compliance, review reports, implement corrective actions.

Institutions & Trainers: Ensure ethical practices, document policies, facilitate investigations.

Practitioners & Students: Uphold professional and ethical standards, report violations.

8. Monitoring & Evaluation

- Annual compliance audits by IMCAC.
 - Institutions must submit reports on denials or bans and their resolutions.
 - Continuous review to strengthen preventive mechanisms.
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9. Ethical Standards & Compliance

- Conflicts of interest must be disclosed and managed.
 - All reports and investigations are confidential.
 - No bribery or corruption will be tolerated in reporting or remediation.
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10. Enforcement & Consequences

- Violations may result in warnings, mandatory corrective training, or fines.

- Serious breaches can lead to suspension of accreditation, certification, or recognition.
 - IMCAC may publicly disclose confirmed non-compliance to ensure transparency.
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11. Annexures

Annexure 1 – Reporting Form for Unethical Bans or Denials

- Stakeholder info, incident description, evidence attachment.

Annexure 2 – Investigation Checklist Template

- Review steps, verification of facts, interviews, evidence assessment.

Annexure 3 – Remedial Action Plan Template

- Corrective measures, responsible parties, timeline for implementation, follow-up mechanism.

Annexure 1: Reporting Form for Unethical Bans or Denials

IMCAC – Reporting Form

(For Medical Treatment, Education, or Training Denials)

1. Reporter Information

- Full Name: _____
- Organization / Institution (if applicable): _____
- Role / Designation: _____
- Contact Email: _____
- Contact Phone: _____
- Anonymous Report: ☐ Yes ☐ No

2. Subject / Alleged Institution or Individual

- Name of Institution / Organization: _____
- Name of Individual(s) involved (if known): _____
- Role / Designation: _____

3. Incident Details

- Date of Incident: _____
- Type of Denial: ☐ Medical Treatment ☐ Education ☐ Training ☐ Other: _____
- Location: _____
- Description of Incident: *(provide factual account, avoid assumptions)*

4. Evidence / Supporting Documents

- ☐ Emails / Communication
- ☐ Official Notices / Letters
- ☐ Witness Statements
- ☐ Other: _____

5. Outcome Sought / Recommendations

6. Declaration

I hereby declare that the information provided is accurate to the best of my knowledge.

Signature: _____

Date: _____

Annexure 2: Investigation Checklist Template

IMCAC – Investigation Checklist

Case Reference No.: _____

Investigator(s): _____

Date of Investigation: _____

A. Preliminary Review

- ☐ Confirm receipt of report from Annexure 1
- ☐ Verify identity and confidentiality preferences of reporter
- ☐ Collect initial documentation

B. Evidence Collection

Evidence Type	Source / Contact	Received (Y/N)	Notes
Emails / Messages	_____	<input type="checkbox"/>	_____
	_____		_____
Official Notices	_____	<input type="checkbox"/>	_____
	_____		_____
Witness Statements	_____	<input type="checkbox"/>	_____
	_____		_____
Other	_____	<input type="checkbox"/>	_____
	_____		_____

C. Interviews / Discussions

Person Interviewed	Role	Key Points Discussed	Action Required

D. Policy & Compliance Review

- ☐ Check institutional policy on access to treatment / training
- ☐ Verify if denial aligns with medical, ethical, or administrative justification
- ☐ Confirm any history of prior incidents

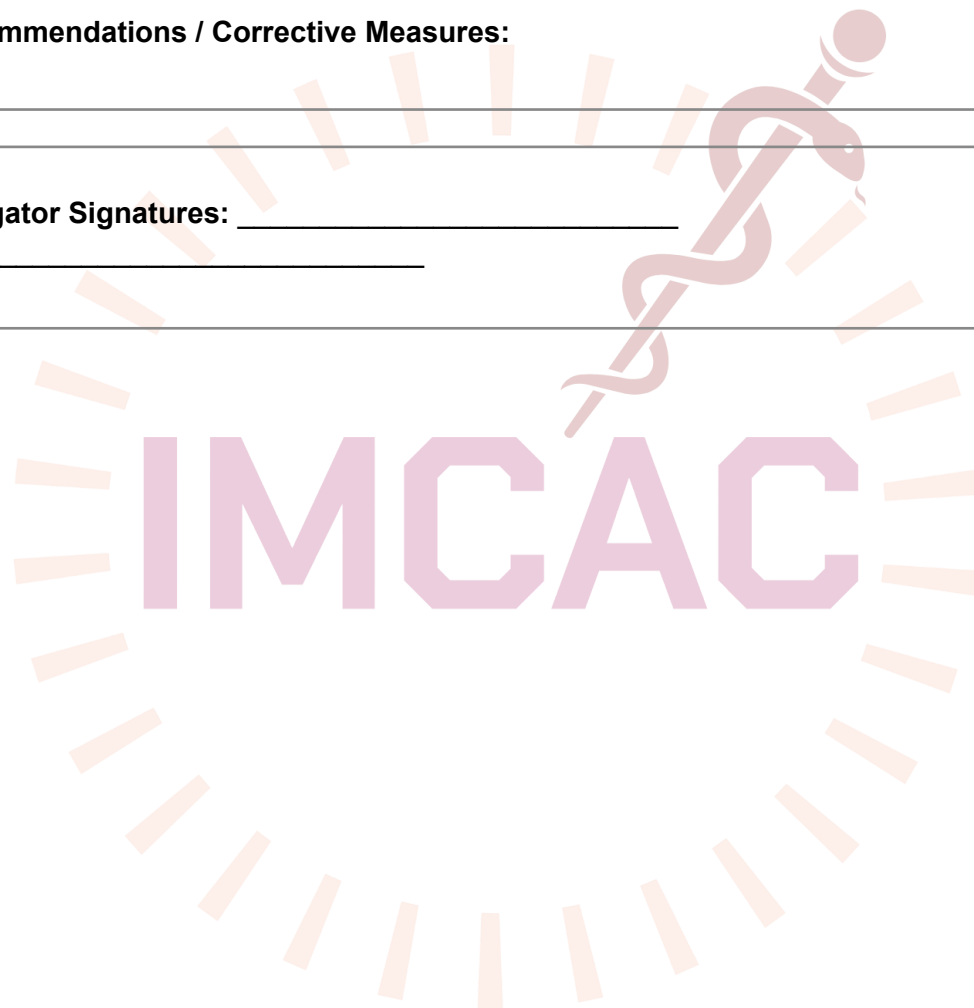
E. Assessment & Findings

- Nature of Denial: ☐ Unjustified ☐ Justified (provide explanation)
- Ethical / Legal Breach Identified: ☐ Yes ☐ No
- Level of Impact: ☐ High ☐ Medium ☐ Low

F. Recommendations / Corrective Measures:

Investigator Signatures: _____

Date: _____



Annexure 3: Remedial Action Plan Template

IMCAC – Remedial Action Plan

Case Reference No.: _____

Institution / Organization: _____

Date of Plan Submission: _____

1. Identified Issues / Violations

Issue No.	Description	Severity (High / Medium / Low)	Evidence
1			
2			

2. Corrective Actions

Issue No.	Action Plan	Responsible Person / Department	Target Completion Date	Status
1				
2				

3. Follow-Up & Verification

- IMCAC Officer Assigned for Verification: _____
- Follow-Up Date(s): _____
- Verification Notes:

4. Declaration by Institution

We certify that the information provided in this action plan is accurate and reflects our commitment to remediate the identified issues.

Authorized Signatory: _____

Designation: _____

Date: _____

