Intent/Purpose	To establish a comprehensive policy governing the Prior Learning Assessment and Recognition (PLAR) program of the College of Naturopaths of Ontario (the College).	
Definitions	Act	Means the *Naturopathy Act, 2007.*
	By-laws	Means the by-laws of the College approved by the Council under the authority of section 94 of the Code.
	CANRA	Means the Canadian Alliance of Naturopathic Regulatory Authorities.
	Certificate of Registration	Means a document issued by the College, in the General class, emergency class or Inactive class, which demonstrates to the public the holder is a registrant of the College, registered in the class set out on the certificate and identifies whether there are any terms, conditions or limitations (TCLs) placed on the certificate.
	Chief Executive Officer (CEO)	Means the individual appointed by the Council of the College pursuant to section 9(2) of the Code and who performs the duties assigned to the position of Registrar under the RHPA, the Code, the Act and the regulations made thereunder.
	CNME	Means the Council on Naturopathic Medical Education, the North American accrediting agency for naturopathic educational programs that are recognized by the College.
	Code	Means the Health Professions Procedural Code, which is Schedule 2 of the RHPA.
	College	Means the College of Naturopaths of Ontario as established under the Act and governed by the RHPA.
	Council	Means the Council of the College as establishes pursuant to section 6 of the Act.
	Deputy CEO, RCS	Means the Deputy Chief Executive Officer, Registrant and Corporate Services.
	Disability	Means that as defined in section 10(1) of the OHRC.
	Functional Limitation	Means restrictions in an individual's functioning that hinder the ability to perform tasks or activities.
	HPARB	Means the Health Professions Appeal and Review Board, as established under the RHPA.
	In Good Standing	Means the registrant's status with the College is a positive one reflecting that all of their registration fees are paid and information due to be provided to the

	College is complete, no other outstanding fees are on record and the individual's certificate of registration is not suspended or revoked.
Internationally Educated	Means having obtained education outside of North America.
Language Proficiency	Means the ability to communicate and comprehend effectively, both orally and in writing.
Language Test	Means a test, as set out in the College's Language Proficiency Policy that can be relied upon to test the language proficiency of a PLAR applicant.
OHRC	Means the Ontario Human Rights Code R.S.O. 1990.
PLAR Applicant	Means an individual educated outside of a CNME-accredited program who is seeking eligibility for registration through the PLAR program.
PLAR Appeals Panel	Means a panel of the PLAR Committee who are responsible for receiving, reviewing, and disposing of PLAR appeals.
PLAR Committee	Means the non-statutory committee of the College responsible for making decisions on a PLAR applicant's eligibility to move forward at each stage of the PLAR program.
Pre-registration	Means the process whereby an individual who intends to seek registration provides the College with information to establish themselves before formally applying for registration.
Prior Learning Assessment and Recognition (PLAR) program	Means a process used to determine the competency of individuals who do not have formal education from a CNME- accredited program in naturopathy.
Registrant	Means an individual, as defined in section 1(1) of the Code.
Registration	Means the process whereby an individual applies to the College for a certificate of registration to practice the profession of naturopathy in Ontario.
Registration Committee	Means the statutory committee of the College responsible for all registration matters referred to it by the CEO. Panels of this statutory committee are responsible for all registration matters as set out in the Code.

	Regulated Health Professional	Means a member of a Canadian self-governing health profession as established pursuant to Schedule I of the RHPA or equivalent provincial legislation outside of Ontario.
	Registration Regulation	Means Ontario Regulation 84/14 made under the Act.
	RHPA	Means the *Regulated Health Professions Act, 1991.*
	Supporting Documentation	Means official records provided by a court, tribunal, educational institution, licensing or regulating body, other government sanctioned organization, religious leader, or Regulated Health Professional qualified to make an assessment or diagnosis, which provides details surrounding the outcome of an event or the need for accommodation.
	Term, Condition or Limitation (TCL)	Means a term, condition, or limitation placed upon a certificate of registration which limits or restricts a registrant's activities within the practice of the profession.
	Undue Hardship	Means the point at which granting an accommodation would impose an unreasonable cost to the College or create a health and safety concern.
General Policy	Overarching Principles	The College of Naturopaths of Ontario conducts the PLAR program in accordance with the following overarching principles: • all PLAR applicants will be assessed by the same objective criteria regardless of where they received their naturopathic education. • judgements regarding the equivalence of education and experience will be based upon criteria that are relevant to the practice of naturopathy in Ontario, and that protect the public's safety. • the CANRA National Entry to Practice Competency Profile as well as the accreditation standards set by CNME will be used as the basis for the rubric to evaluate the naturopathic skills and education knowledge of PLAR applicants from non-accredited institutions in naturopathy. • in Ontario, Naturopathic Doctors are self-regulating health professionals, who work in independent practice, without requiring a medical referral, and they must be able to conduct patient assessments, make diagnoses and prescribe naturopathic treatment. • the education and experience of Naturopathic Doctors who are registered in Ontario prepares them for independent patient assessment, evaluation, and treatment. • the College supports the principles set out by the Office of the Fairness Commissioner

(www.fairnesscommissioner.ca/) and conducts its assessments of applicants from non-accredited. institutions in naturopathic medicine accordingly.

- PLAR applicants are not required to meet different or higher standards than those required of naturopaths who have graduated from a CNME-accredited educational program.

Philosophy of PLAR

The PLAR program set out below is designed to best approximate the evolution, learning, development, and assessment mechanisms used in CNME-accredited programs. To this end, the general philosophy applied is that an individual first must demonstrate fundamental academic understanding of the profession and then be able to apply that understanding in practice. To properly assess required competencies, the College applies several types of assessment to allow PLAR applicants to demonstrate their level of competence in these different contexts. As such, the PLAR program is divided into two major components: Component I: Assessment of Naturopathic Knowledge (Stages 1, 2 and 3), Component II: Assessment of Professional Competency (Stages 4 & 5).

Assessment Standards

Two major assessment tools will be used to assess PLAR applicants seeking registration through the PLAR program, an evaluation schema, and a competency-based marking rubric:

- the evaluation schema, which is based on the list of CNME accreditation standards[1] for naturopathy programs, will be used to ensure that PLAR applicants possess education, and qualifications that are substantially equivalent to those acquired from a CNME accredited program.
- the competency-based marking rubrics, based on the CANRA National Entry to Practise Competency Profile[2], will be used to assess the demonstration-based PLAR components where PLAR applicants are expected to apply their skills in simulated practice cases.

Translation of Documents

All materials provided to the College to support PLAR assessments must be in either English or French. PLAR applicants are required to provide certified translations of all materials not written in either official language, at their own expense.

[1] Council on Naturopathic Medical Education, "Accreditation Standards for Naturopathic Medicine Programs", Handbook of Accreditation for Naturopathic Medicine Programs (January 2024) https://cnme.org/wp-content/uploads/2024/01/CNME-Handbook-of-Accreditation-January-2024-edition.pdf

[2] CANRA, "National Entry-to-Practice Competency Profile for Naturopathic Doctors" (April 2024) https://www.collegeofnaturopaths.on.ca/resource-library/etp-competency-profile/

To ensure that translations have not been modified in any way, translations must be sent directly from the certified translator to the College.

Translations must be performed by certified translators who have obtained certification by a government organization, such as the Association of Translators and Interpreters of Ontario(ATIO) or a translator who has been certified by a Member organization of the Internal Federation of Translators (http://www.fit-ift.org/).

Staged Approach

The PLAR program uses a staged approach as follows:

- Stage 1: Paper-based assessment.
- Stage 2: PLAR Examination 1 (Biomedical Exam).
- Stage 3: PLAR Examination 2 (Clinical Sciences Exam).
- Stage 4: Demonstration-based assessment - Structured Interview.
- Stage 5: Demonstration-based assessment - Simulated Patient Case Review and Interactions.

PLAR Decisions

Assessment findings and reports of a PLAR applicant's education, experience, knowledge, and skill are evaluated by the PLAR Committee.

At the conclusion of each stage, the Committee will receive evaluation information and, make decisions with respect to a PLAR applicant's eligibility to move forward in the PLAR program, and in the case of the final stage, whether the applicant has successfully completed the PLAR and is eligible to proceed with registration examinations.

PLAR Exams (Stages 2 & 3)

Examinations administered as part of the PLAR process will be managed in accordance with the College's Examinations Policy, the Clinical Sciences and Biomedical Exams Policy, the Examination Appeals Policy, the Exam Accommodations Policy and the Examination Rules of Conduct.

PLAR Appeals

PLAR assessment appeals are handled in accordance with the PLAR Appeals Policy. PLAR exam appeals are handled in accordance with the College's Exam Appeals Policy.

PLAR Fees

Fees relating to the PLAR program are noted in Schedule 3 of the College by-laws. To ensure PLAR applicants are not incurring unnecessary costs, PLAR fees are broken out by assessment component and will only be billed once the applicant is eligible and has elected to initiate the process.

PLAR Accommodations	General	The College manages the receipt and review of requests for accommodation(s) in accordance with the following fundamental principles: • Accommodation requests received from any PLAR applicant, in accordance with this policy, will be considered within the framework of the OHRC to ensure the PLAR applicant is provided with a fair and equal opportunity to sit examinations and assessments. • Accommodation requests will be considered on an individual basis and provided in a manner that reflects the nature and extent of the identified need, while respecting the dignity and independence of the PLAR applicant. • The College's duty to accommodate a substantiated need for accommodation is limited only by undue hardship.
	Confidentiality	Health information disclosed to the College for the purposes of seeking accommodation(s) is kept confidential in accordance with s. 36 of the Code.
	Use of Information	Use of disclosed accommodation information by the College is limited to the following: • Assessment of requests for exam accommodation by the CEO or their designate. • Consideration of applications for initial registration with the College under subsection 3(4) of the Registration Regulation by the CEO and a panel of the Registration Committee. • Consideration of capacity to practise naturopathy as a registered naturopathic doctor by the CEO and a panel of the Inquiries, Complaints and Reports Committee.
	Decision-maker	Through this policy, the CEO delegates all decision-making relating to accommodation requests to the Deputy CEO, RCS.
	Timeframe for Request to the College	Requests for accommodations for a paper-based assessment may be submitted at any point during Stage 1. Accommodations being requested for a demonstration-based assessment, (Stages 4 & 5) must be received a minimum of 30 days prior to the date of the scheduled assessment. To streamline the accommodations request and review process for PLAR applicants requiring accommodation(s) for multiple Stages of the PLAR program, PLAR applicants may submit one request, with supporting documentation, at point of being eligible to initiate PLAR, setting out all required

	accommodations for each of the Stages where accommodation is being sought.
Form of Accommodation Request to the College	Requests for accommodation must be submitted on the College's Accommodation Request form, which requires the following information from the PLAR applicant. • the reason for the request, i.e., the type of accommodation. • specific details about the required accommodation(s). the PLAR applicant's written authorization for the College to contact the provider of any supporting documentation.
Supporting Documentation General Requirements	At point of submission, supporting documentation must provide the anticipated length of time that the PLAR applicant will require accommodation(s) based on the supporting documentation provider's assessment.
Window of Validity	The window of validity for supporting documentation will be informed by information provided within supporting documentation specific to the anticipated length of time that accommodation is needed. PLAR applicants will be advised of their supporting documentation's window of validity as part of the decision on their accommodation request.

Disability Accommodation – Documentation Requirements	In addition to the general requirements as described above, documentation supporting a PLAR applicant's accommodation request due to a disability must:
	• Be provided by a Regulated Health Professional who:
	  • has or has had a practitioner/patient relationship with the PLAR applicant,
	  • has performed an assessment of the disability; and
	  • is qualified and authorized, within their regulated scope of practise, to assess and/or diagnose such disabilities.
	• Be provided on the Health Professional Recommendation form which provides the title, professional credentials and relevant qualifications of the Regulated Health Professional who has made the assessment.
	• Provides information regarding:
	  • the PLAR applicant's functional limitations as they relate to the applicant's accommodation needs,
	  • the accommodation(s) being recommended; and

- how the recommended accommodation(s) assist(s) in mitigating the applicant's functional limitations.

- PLAR applicant's seeking additional writing time to complete an assessment and/or examination due to a cognitive disability must also provide a recent (i.e., completed or updated no more than 5 years from the date of the accommodation request) psychological or psycho-educational assessment report.

Religious Accommodation – Documentation Requirements

In addition to the general requirements as described above, documentation supporting a PLAR applicant's accommodation request due to religious requirements must:

- be provided by the PLAR applicant's religious leader,
- provide information regarding how the requested accommodation relates to the PLAR applicant's religious requirements; and
- provide information regarding the religious holiday if the request is for an alternate date due to religious observance.

Pregnancy Related Accommodation – Documentation Requirements

In addition to the general requirements as described above, documentation supporting a PLAR applicant's accommodation request due to a pregnancy-related condition or issue must:

- Be provided by a regulated health professional who:
- has or has had a patient/practitioner relationship with the PLAR applicant,
- is qualified to assess the pregnancy related condition or issue (i.e., has appropriate training, holds a relevant professional credential or designation, and has the scope of practise, as authorized to that profession).
- Be provided on the Health Professional Recommendation form which provides the title and professional credentials of the Regulated Health Professional who has made the assessment.
- Provide information regarding:
  - the PLAR applicant's functional limitations as they relate to the applicant's accommodation needs.
  - the accommodation(s) being recommended; and
  - how the recommended accommodation(s) assist(s) in mitigating the PLAR applicant's functional limitations.

	Breastfeeding Accommodations – Documentation Requirements	While supporting documentation from a Regulated Health Professional is not required, requests for scheduling accommodations to permit a PLAR applicant to breastfeed or express breast milk in between assessments and/or examination components will be considered in the context of the overall assessment / exam day schedule, feasibility of the request in comparison to the time constraints of each component and any health and safety measures in place at the time which may restrict the number of individuals permitted onsite during the assessment and/or examination. Requests must: • be in writing, • provide information which addresses the frequency and duration of feedings or expressions, and acknowledge and understand that any individual named by the PLAR applicant to provide onsite childcare during an assessment and/or examination will be restricted to a designated area, for a specific period and must undergo all screening requirements mandated by the facility and/or College for entry.
Review of Accommodation Requests	General	The Deputy CEO, RCS will review requests for accommodation on an individual basis and will make a final determination. In their review, consideration will be given to: whether supporting documentation substantiates the requested accommodation, and whether the granted accommodation(s) will appropriately address the needs of the PLAR applicant without causing undue hardship. As deemed necessary, further information or documentation may be requested by the Deputy CEO, RCS to make a determination on the accommodation request.
	Notice of Decision	The PLAR applicant will be advised of the request for accommodation decision within 30 calendar days of the submission date unless the Deputy CEO, RCS does not have all necessary information to effectively evaluate the accommodation request. In such instances the PLAR applicant is notified of the additional time needed for a decision to be rendered. In instances where the particular form of accommodation being requested cannot be granted, the Deputy CEO, RCS will, wherever possible, provide the PLAR applicant with terms for an alternate form of accommodation.

	Review of Decision of the College	If a request for accommodation is denied and the PLAR applicant believes the request has not been handled in accordance with this policy, the individual may: • seek a review of the decision by the CEO by doing so in writing and providing submissions. Nothing in this policy prevents an individual seeking accommodation from submitting a complaint to the Human Rights Tribunal of Ontario.
Pre-Registration and PLAR Eligibility	Pre-Registration	The PLAR applicant initiates the PLAR program by: • completing the Pre-Registration Application form. • providing the College with proof of identity in accordance with the Proof of Identity Policy. • providing the College with proof of language proficiency in accordance with the Language Proficiency Policy. • providing the College with proof of formal education that is a Canadian undergraduate degree or higher, in a healthcare discipline reasonably related to naturopathy, or an education deemed by a third-party assessment agency to be equivalent to a Canadian undergraduate degree or higher, in a healthcare discipline reasonably related to naturopathy, based on their assessment.
	PLAR Eligibility	To be eligible to initiate PLAR, the PLAR applicant must have: • satisfied the requirement for proof of identity as required under the College's policy. • satisfied the formal education requirement, having provided the College with an original or certified copy of their degree, diploma, or transcript, or if internationally educated, having arranged to have a third-party assessment report of their academic credentials submitted directly to the College. • satisfied the requirement for language proficiency, as required under the College's Language Proficiency Policy.
	Third Party Assessment of Academic Credentials	Internationally educated PLAR applicants must provide a third-party assessment report of their academic credentials as part of initiating PLAR. This assessment report must be completed by an accepted third-party assessment agency and be sent directly from the agency to the College. Reports received directly from PLAR applicants, or those which are irregular, altered, or fraudulent will not be accepted.
	Assessment Report	The third-party assessment report must explicitly include statements related to the following: • authentication of the documents provided (i.e. diplomas and transcripts).

		• verification of the program, year of study, field of study, and issuing institution. • list of courses and their grades. • a statement on the equivalency/comparability of the education completed as compared to the Canadian system of education.
	Accepted Third Party Assessment Agencies	Assessments may be commissioned from any organization that is a member of the Alliance of Credential Evaluation Services of Canada (ACES) (http://www.canalliance.org/). Currently these include: • Comparative Education Service (CES). • International Credential Assessment Service of Canada (ICASC). • International Credential Evaluation Service (ICES). • International Qualifications Assessment Service (IQAS). • Ministère de l'Immigration et des Communautés culturelles (MIFI); • World Education Services (WES). All members of the Alliance of Credential Evaluation Services of Canada adhere to a quality assurance framework, which aims to "promote high quality and portable assessments across Canada".
Outcomes	Eligible to Initiate PLAR	PLAR applicants who have met the eligibility criteria may move onto Stage 1 of the PLAR program.
	Ineligible to Initiate PLAR	PLAR applicants who are deemed not to have met the education or language eligibility criteria to initiate the PLAR program may reapply following completion of additional language testing and/or with the provision of additional evidence of formal education. In the case of internationally educated PLAR applicants, a new assessment report may be sought out through an alternate third-party assessment agency.
Stage 1: Paper-Based Assessment	Documentation of Education and Experience (DEE)	The paper-based evaluation assesses the PLAR applicant's education and experience to determine whether that knowledge and experience is equivalent to that of a graduate of a CNME-accredited program in naturopathy. A PLAR applicant must complete and submit to the College the Documentation of Education and Experience (DEE), along with the required supporting documents. The DEE form is available upon request from the Applications Department and will be e-mailed to all PLAR applicants deemed eligible for the PLAR program.

Required Supporting Documents	The following documentation is required in support of the PLAR applicant's DEE: • original or certified copies of relevant diplomas/degrees. • original or certified copies of relevant academic transcripts (including marks/grades). • course syllabi, descriptions and/or course calendars. • information related to supervised/clinical placements. • other documentation in support of acquiring relevant learning and/or practice.
DEE Assessment	There are 52 knowledge areas that have been deemed essential in the provision of safe and competent practice. Evidence related to both formal education and experience, within a naturopathic context, will be considered however some content areas will restrict type of evidence accepted based on factors such as breadth of subject matter and whether learning could feasibly be obtained through experience alone.

Mandatory Content Areas	To ensure that the PLAR applicant possesses critical knowledge related to the practice of naturopathy, evidence for naturopathic or similar related training for all four of the following content categories, and their supporting 25 content areas is required:
	• **Body systems and their interactions**
	  • Biochemistry
	  • Anatomy
	  • Gross Anatomy
	  • Microbiology
	  • Pathology
	  • Physiology
	  • Embryology
	  • Histology
	  • Genetics
	• **Patient assessment**
	  • Diagnostic Assessment
	  • Differential Diagnosis
	  • Patient Charting & Record Keeping
	  • Physical Exam
	  • Psychological Assessment
	• **Treatment**
	  • Acupuncture & principles of traditional Chinese medicine
	  • Botanicals (Western)
	  • Clinical Nutrition
	  • Counselling
	  • Classical Homeopathy
	  • Naturopathic Principles & Theory
	  • Physical therapies including naturopathic manipulation
	• **Prognosis and management**

- Disease Prevention
- Health Education & Promotion
- Inter-professional Collaboration
- Therapeutic - emergency

PLAR applicants who do not have sufficient evidence to prove that they have the requisite naturopathic knowledge in these areas will not be eligible to move to Stage 2 of the PLAR program.

General Medical Subject Matter Areas

In addition to the mandatory naturopathic content areas, the PLAR applicant must also meet a threshold related to a set of general medical subject matter areas. These include:

- Cardiology
- Dermatology
- EENT
- Endocrinology
- Gastroenterology
- Geriatrics
- Gynecology
- Hematology
- Neurology
- Obstetrics
- Oncology
- Orthopedics
- Pediatrics
- Pharmacology
- Proctology
- Psychology
- Pulmonology
- Rheumatology
- Urology.
- Immunology

Required General Medical Subject Matter

A minimum of 14 of the 20 general medical subject matter areas must be met to achieve the passing threshold and must include Cardiology, Endocrinology, Gastroenterology, Gynecology, Hematology, Neurology, Pediatrics, Pharmacology, Psychology, and Immunology. These content areas are deemed critical for the provision of safe and effective naturopathic care.

Clinic Hours

As part of the paper-based assessment, PLAR applicants will also be required to provide evidence of having obtained a minimum of 960 clinic hours either through courses (e.g., imbedded clinical components), placements, or work experience. This is based on 80% of the 1200 clinic hours required of a CNME-accredited program graduate.

Supplementary Evidence	Where insufficient information exists to perform an assessment, the PLAR applicant may be asked to provide supplementary evidence of learning/experience after an initial scan of submitted documentation is completed.
Passing Threshold	To be deemed to have successfully completed Stage 1, there must be evidence found to support that the PLAR applicant has: • the requisite naturopathic knowledge in the four mandatory content categories, comprised of 25 content areas. • the requisite general medical knowledge in at least 14 of the 20 general medical subject matter areas, inclusive of the 10 required. • evidence of having obtained a minimum of 960 clinic hours.
Outcomes	There are three possible outcomes from Stage 1 of the PLAR program: 1. Approved [i.e., all four of the mandatory naturopathic content categories and at least 14 of the 20 general medical subject matter areas], including the 10 required, in which case the PLAR applicant will be informed, following review by the PLAR Committee, that they can proceed to Stage 2 of PLAR. 2. Partially approved [i.e., all four mandatory content categories and 11-13 general medical subject matter areas, including the 10 required], in which case the PLAR applicant will be informed by the PLAR Committee of identified gaps which must be remediated through recognized, formal, approved courses in the identified gap areas, prior to being eligible to proceed to stage 2. 3. Deemed to be substantially non-equivalent [i.e., either missing any of the four mandatory content categories or having only 10 or fewer of the general medical subject matter areas] and be informed that their education is significantly different than that of a graduate of an accredited program in naturopathy. PLAR applicants deemed substantially non-equivalent by the PLAR Committee will be directed to complete an accredited full-time program in naturopathy and/or to Health Force Ontario to seek an alternative career option.
Remediation	PLAR applicants deemed “partially approved” can remediate gaps identified in the general medical content areas through the submission of a “learning plan” outlining the courses they intend to take to obtain sufficient training/education in these gap areas. PLAR applicants must complete their leaning plan courses within two years of their approval by the PLAR Committee. On approval of the learning plan and subsequent

		completion of designated courses, the PLAR applicant will be allowed to proceed to Stage 2 of the PLAR program.
	Supplemental Review	PLAR applicants who are informed that their education and experience is substantially non-equivalent may request within 30 days to provide supplemental information, not previously provided, to further substantiate evidence of education and/or experience to be assessed by the same assessor. Should the PLAR applicant decline this additional submission, the Assessor's report will be forwarded to the PLAR Committee for review and decision.
	Appeals	PLAR applicants who disagree with the outcome of Stage 1 may appeal in accordance with the PLAR Appeals Policy.
	Administrative Reconsideration	If an appeal is approved, the PLAR Appeals Panel may grant the PLAR applicant the ability to undergo an administrative reconsideration. In this case, this file is reassessed independently by a different assessor. If the result of the administrative reconsideration is the same as the initial assessment, no further mechanism is available for appeal within the PLAR program. PLAR applicants who wish to have the matter reviewed further may seek to make an application for registration and appeal the decision to refuse registration to HPARB.
Stage 2: PLAR Examination 1	Biomedical Examination	PLAR applicants who have successfully completed Stage 1 may move onto Stage 2, the PLAR Examination 1, Biomedical Examination. This examination is a three-hour multiple-choice exam which assesses a PLAR applicant's knowledge of body systems and their interactions and is identical to the examination completed by CNME-accredited program graduates seeking registration in Ontario.
	Timing & Attempts	PLAR applicants must attempt the Biomedical Examination within one year of receiving notification of successful completion of Stage 1 of the PLAR program. Two scheduled sittings of the Biomedical examination are offered each year; administered via a College approved 3rd party test administration company. PLAR applicants must successfully complete the Biomedical examination within three attempts, and no more than two years of their initial attempt of the examination.
	Passing Threshold	To be deemed to have successfully completed Stage 2, PLAR applicants must achieve a minimum scaled score of 550, the same minimum passing threshold required of CNME-

		accredited program graduates sitting the Ontario Biomedical Exam.
	Outcomes	There are two possible outcomes from Stage 2 of the PLAR program: 1. The PLAR applicant has met or surpassed the passing threshold, in which case they may proceed to Stage 3 of the PLAR program. 2. The PLAR applicant has not met the passing threshold, in which case they may: a. re-write the examination two more times to attempt to meet the passing threshold. b. appeal the result of an examination attempt, as per the College's Exam Appeals Policy. c. (after three attempts) be deemed by the College that their education and experience is substantially non-equivalent and therefore be referred to a CNME-accredited program in naturopathy, and/or Health Force Ontario to seek an alternative career option.
Stage 3: PLAR Examination 2	Clinical Sciences Examination	PLAR applicants who have successfully completed Stage 2 may move onto Stage 3, the PLAR Examination 2, Clinical Sciences Examination. This examination is a four-hour multiple-choice exam which assesses a PLAR applicant's knowledge of necessary naturopathic competencies for the assessment and treatment of patients and is identical to the examination completed by CNME-accredited program graduates seeking registration in Ontario.
	Timing	PLAR applicants must attempt the Clinical Sciences exam within one year of receiving notification of successful completion of Stage 2 of the PLAR program. Two scheduled sittings of the Clinical Sciences examination are offered each year; administered via a College approved 3rd party test administration company. PLAR applicants must successfully complete the Clinical Sciences exam within three attempts, and two years of their initial attempt of the examination.
	Passing Threshold	To be deemed to have successfully completed Stage 3, PLAR applicants must achieve a minimum scaled score of 550, the same minimum passing threshold required of CNME-accredited program graduates sitting the Ontario Clinical Sciences Exam.
	Outcomes	There are two possible outcomes from this examination. The PLAR applicant has either:

1. Met or surpassed the passing threshold, in which case they may proceed to Stage 4 of the PLAR program; or
2. Not met the passing threshold, in which case they may:
    a. re-write the examination two more times to attempt to meet the passing threshold.
    b. appeal the result of an examination attempt, as per the College's Exam Appeals Policy.
    c. (after 3 attempts) be deemed by the College that their education and experience is not substantially equivalent and therefore be referred to a CNME-accredited program in naturopathy, and/or Health Force Ontario to seek an alternative career option.

Demonstration-Based Assessments	Philosophy	There are certain activities and core competencies that cannot be assessed solely via a paper-based assessment or paper-based knowledge test. In these cases, it is essential that the PLAR applicant be assessed while performing a number of tasks to ensure they are competent and safe to practice.
Stage 4: Demonstration-Based Assessment	Structured Interview	A structured interview will evaluate core competencies that are not adequately covered by the paper-based assessment nor the PLAR examinations, namely the ability to analyze, synthesize and articulate theoretical situations. In the Structured Interview, PLAR applicants will have one hour to review and make notes on a peer reviewed article along with a list of questions. Following this review, PLAR applicants will participate in a 90-minute structured interview. The interview is conducted by a panel of three registered NDs trained to assess PLAR applicants who use assessment rubrics that include entry to practise performance indicators to support an objective interview process.
	Timing	PLAR applicants must attempt the Structured Interview within six months of receiving notification of successful completion of Stage 3 of the PLAR program. PLAR applicants must successfully complete Stage 4 within two attempts, and within two years of their initial attempt of the demonstration-based assessment.
	Outcomes	Each competency is marked as Adequate Response (100%), Partially Adequate Response (50%), or Inadequate Response (0%). This stage may result in three possible outcomes for PLAR applicants:

		1. met or surpassed the passing threshold of 75%, in which case they may proceed to Stage 5 of the PLAR program following review by the PLAR Committee. 2. not achieved the passing threshold in which case they may retake Stage 4 one additional time. 3. (after two attempts) be deemed by the College that their education and experience is not substantially equivalent and therefore be referred to a CNME-accredited program in naturopathy, and/or Health Force Ontario to seek an alternative career option.
	Re-attempt	PLAR applicants who achieved a non-passing grade on their initial attempt, and who wish to re-attempt Stage 4 must notify the College within 30 days of receiving the results notification. A re-attempt of Stage 4 must be made within six months of receipt of the results notification for the initial attempt.
	Deemed Withdrawal	Applicants who do not notify the College that they wish to re-attempt Stage 4 after an initial non-passing grade, will be deemed to have withdrawn from the PLAR program.
	Appeal	PLAR applicants may appeal their Stage 4 result in accordance with the PLAR Appeals Policy.
Stage 5: Demonstration-Based Assessment	Simulated Patient Case Review and Interactions	The Simulated Patient Case Review and Interactions allows PLAR applicants to demonstrate to assessors their clinical competencies and apply their naturopathic skills and knowledge. PLAR applicants will complete three simulated patient cases. Each case will require PLAR applicants to read through a concise statement of the patient's presenting complaint, perform relevant physical exams and practical techniques ("interactions") on live and simulated models, perform patient charting or "SOAP" notes and respond to questions posed by assessors around differential and working diagnoses, treatment plans, concerns and referral indicators. The final score is an averaged mark obtained from the performance of all three cases.
	Timing	PLAR applicants must attempt the Simulated Patient Case Review and Interactions within six months of receiving notification of successful completion of Stage 4 of the PLAR program.
	Outcomes	Stage 5 assessments are marked using rubrics which use both objective and subjective means to measure performance. The final score is an averaged mark obtained from the performance of all three cases

This stage may result in three possible outcomes for PLAR applicants:

1. A passing grade of 75% or higher, in which case they will be deemed substantially equivalent and may move forward to completing registration examinations following review by the PLAR Committee.
2. A non-passing grade of between 50% and 74%, in which case they will be allowed one re-attempt.
3. A failing grade of below 50%, in which case they are permitted one re-attempt. A subsequent failing grade results in a determination of being substantially non-equivalent and referred to a CNME-accredited program and/or Health Force Ontario to seek an alternative career option.

	Re-attempt	PLAR applicants who achieved a non-passing or failing grade on their initial attempt, and who wish to re-attempt Stage 5 must notify the College within 30 days of receiving the results notification. A re-attempt of Stage 5 must be made within six months of receipt of the results notification for the initial attempt.
	Deemed Withdrawal	PLAR applicants, who do not notify the College that they wish to re-attempt Stage 5 after an initial non-passing or failing grade, will be deemed to have withdrawn from the PLAR program.
	Appeal	PLAR applicants who are not successful in Stage 5 are advised that their education and experience is not substantially equivalent to the training and education of a CNME-accredited program graduate, and that they are ineligible for registration with the College, having not successfully completed the PLAR program. If the PLAR applicant fails Stage 5 of the PLAR program they may appeal in accordance with PLAR Appeals Policy or seek to have the final determination of being substantially non-equivalent and ineligible for registration with the College reviewed by making an application for registration and appealing the decision to refuse registration to HPARB.
Overall Timing	Concurrent Processes Wherever Possible	Wherever possible, to streamline the PLAR program, a PLAR applicant may complete certain components concurrently.

PLAR Assessors	General	Assessors are registrants of the College in good standing, who meet the criteria established by this policy.
	General Assessor Criteria	A registrant is eligible for selection as an assessor if, on the date of application and throughout each applicable assessment for which they are selected to participate, the registrant: • holds a General class certificate of registration with the College with no TCLs on their certificate which restricts their practising the profession. • has actively practiced naturopathy for at least three years. • understands and is committed to conducting assessments in accordance with principles set out by the Office of the Fairness Commissioner. • is committed to the College's mandate of public protection and the principles of equity, diversity, and inclusion. • is not in default of payment of any fees prescribed by the by-laws or any fine or order for costs to the College imposed by a College committee or court of law. is not in default of completing and returning any form required by the College. • is not the subject of any disciplinary or incapacity proceeding. • has not had a finding of professional misconduct, incompetence, or incapacity against them in the preceding three years. • is not a Council or Committee member. • is not employed by the College. • is not employed as an administrative faculty member or instructor at a naturopathic academic institution relating to naturopathy. • can be objective, impartial, transparent, fair, and consistent when making assessment decision.
	Assessor Application	A registrant may apply to the College for consideration as an assessor by submitting their resume and a cover letter outlining the reason(s) they are interested and any applicable assessment experience.
	Assessor Considerations	When appointing assessors, the College will consider: • whether the registrant has met the criteria as outlined in this policy. • the need for assessors with expert knowledge in a particular component of PLAR. • additional professional qualifications and expertise. • experience. • languages spoken. • whether the registrant has completed mandatory training on unconscious bias. • ability to be objective, impartial, consistent and fair.

- additional qualifications and characteristics that complement the College's mandate of public protection; and commitment to the principles of equity, diversity, and inclusion.
- possible conflicts of interest the registrant may have which may hinder their ability to be objective, fair and impartial.

Appointments

Assessors will be appointed by the Deputy CEO, RCS for a maximum of three years and may be re-appointed at the discretion of the Deputy CEO, RCS.

Conflicts of Interest

For the purposes of this policy, a conflict of interest is defined as outlined in section 16 of the by-laws of the College. Without limiting the definition, a real or perceived conflict of interest between an assessor and a PLAR applicant exists when a prior personal or professional relationship exists between the assessor and PLAR applicant.

As part of assigning an assessor, assessors will be asked to review the name of the PLAR applicant and shall declare any conflict of interest.

The Deputy CEO, RCS may perceive a conflict of interest between an assessor and a PLAR applicant, due to professional or personal affiliation, or a prior assessment, to ensure a fair and impartial process.

The Deputy CEO, RCS shall subsequently adjust assessor assignments or panel compositions to resolve any conflicts.

Assessor Disqualification

A registrant will be discharged as an assessor if they:

- breach one of the qualifications required to become an assessor as outlined in this policy.
- breach confidentiality of any information learned through participation in the PLAR program.
- fail to properly declare a real or perceived conflict of interest.
- fail to attend an in-person assessment, for which they are scheduled, without providing sufficient notice.
- are advised as such by the Deputy CEO, RCS.