



# OMEKO

## **Graduate Medical Education Policy**

Approved by the GMEC (Graduate Medical Education Committee) on August 26, 2025

**Effective Date:** July 1, 2020

**Review Date:** August 26, 2025

**Next Review Date:** August 2030

### **Policy Title: Non-Competition Guarantee or Restrictive Covenant Policy**

**Purpose:** To describe the methods of non-competition, guarantee or restrictive covenant to Trainees. ACGME prohibits Sponsored Programs from requiring Trainees to enter into a non-competition or restrictive covenant agreement.

**Policy Type:** Sponsoring Institution/Sponsored Program Policy

### **Non-Competition guarantee or restrictive covenant**

Neither the Sponsoring Institution, nor any of its Sponsored Programs may require Trainees to sign a non-competition guarantee (restrictive covenant).

#### Reference

ACGME Sponsoring Institution Requirements

4.13. Non-competition The Sponsoring Institution must maintain a policy which states that neither the Sponsoring Institution nor any of its ACGME-accredited programs will require a resident/ fellow to sign a non-competition guarantee or restrictive covenant. (Core)

Common Program Requirements

3.1. Residents must not be required to sign a non-competition guarantee or restrictive covenant. (Core)