

## **Non-Competition or Restrictive Covenant Policy #0.17**

### **I. Purpose**

The purpose of this policy is to ensure that KCU-GME Consortium residents/fellows will not be asked to sign a non-competition guarantee or restrictive covenant, pursuant to Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements.

### **II. Policy Statement**

The ACGME specifically prohibits the use of non-competition guarantees or restrictive covenants in resident/fellow agreements. Neither the sponsoring institution nor any of its ACGME-accredited training programs may require residents/fellows to sign a non-competition guarantee or restrictive covenant.

Residents/Fellows are advised that it is also improper to sign a non-compete/restrictive covenant clause in conjunction with any agreement of appointment.

### **III. Procedure**

Program directors must ensure that documentation required for signature by residents/fellows does not contain a non-compete or restrictive covenant clause.

Residents/Fellows must advise the KCU GME Department of any documents that contain language which could be construed as non-compete or restrictive covenant language.

<b>Approval by GMEC:</b> 06.02.2023; 05.11.2022; 06.04.2021; 06.05.2020; 05.03.201; 01.11.2019; 06.18.2018; 03.08.2018; 06.02.2017; 05.27.2016; 07.01.2015
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