



## Graduate Medical Education Policy

### GME NON-COMPETE POLICY

Applies to: ESFCOM Graduate Medical Education (GME) as the sponsoring institution, and all accredited and non-accredited graduate medical education training programs (i.e. residency or fellowship) sponsored by the college of medicine

GMEC Approval: June 16, 2020

#### 1.0 Policy Statement:

It is the Elson S. Floyd College of Medicine (ESFCOM) policy that the college of medicine and its sponsored GME programs, follow ACGME requirements for Trainees pertaining to non-competition guarantees or restrictive covenants.

#### 2.0 Definitions

**Accreditation Council for Graduate Medical Education (ACGME):** accredits Sponsoring Institutions and residency and fellowship programs, confers recognition on additional program formats or components, and dedicates resources to initiatives addressing areas of importance in graduate medical education.

**Designated Institutional Official (DIO):** The individual in a sponsoring institution who has the authority and responsibility for oversight and responsibility of all of the ACGME-accredited programs.

**Graduate Medical Education Committee (GMEC):** An institutional committee of the College of Medicine charged with the responsibility of monitoring and advising on all aspects of institutional, residency, and fellowship education as required by the ACGME.

**Sponsoring Institution:** The organization (or entity) that assumes the ultimate financial and academic responsibility for a program of GME. The sponsoring institution has the primary purpose of providing educational programs and/or health care services (e.g., a university, a medical school, a hospital, a school of public health, a health department, a public health agency, an organized health care delivery system, a medical examiner's office, a consortium, an educational foundation).

**Trainee:** a physician in training at an ACGME accredited graduate medical education program, the term includes Interns, Residents, and Fellows or other trainee enrolled in an educational program whose education falls under the purview of the ESFCOM Office of Graduate Medical Education.

#### 3.0 Responsibilities

GMEC and DIO

#### 4.0 Procedures

ACGME institutional requirements state that ACGME-accredited residencies must not require Trainees to sign a non-competition guarantee in return for fulfilling their educational obligations.

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If a Trainee is asked to sign or required to sign a non-competition guarantee or restrictive covenant in return for fulfilling their educational obligations, this violation should be reported to the Program Director, DIO, and/or GME Office.

## 5.0 Related Policies

## 6.0 Key Search Words

Non-competition; restrictive covenant
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## 7.0 Revision History

<b>GMEC Approval: Revision/Review Date(s)</b>

**Responsible Office:** ESFCOM GME Office

**Policy Contact:** Designated Institutional Official

**Supersedes:** N/A