NON-COMPETE POLICY

Policy Title: WSU College of Medicine GME Non-Compete Policy

Applies to: WSU Elson S. Floyd College of Medicine Graduate Medical Education (GME) Sponsoring Institution and all accredited post-graduate medical training programs (i.e. residency or fellowship) and non-accredited clinical fellowship programs sponsored by the College of Medicine.

Date: October 18, 2022

1.0 Policy Statement:
   It is the WSU College of Medicine GME policy that the college of medicine and its sponsored GME programs, follow ACGME requirements for residents and fellows 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.
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 Revision History

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<th>GMEC Approval:</th>
<th>June 16, 2020</th>
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<td>Revision/Review Date(s)</td>
<td>October 18, 2022</td>
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**Responsible Office:** WSU College of Medicine Sponsoring Institution

**Policy Contact:** Designated Institutional Official

**Supersedes:** N/A