

Medical Education Policy: Non-Competition

Facility: CMC
 Origin Date: December 2014
 Revision Date: March 2021
 Sponsor: GMEC

1. PURPOSE:

In order to create a fair working environment, the Sponsoring Institution and residency programs should not require a resident to sign a non-competition guarantee or restrictive covenant before or during their time of training.

2. SCOPE:

This Policy applies to all Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited post-graduate training programs sponsored by Carilion Medical Center (CMC).

3. DEFINITIONS:

A non-compete clause or restrictive covenant not to compete are terms used in contract law under which one party (usually an employee) agrees not to enter into or start a similar profession or trade in competition against another party (usually the employer).

Resident refers to all interns, residents, and fellows participating in CMC post-graduate training programs.

4. PROCEDURE:

- A. Neither Carilion Medical Center nor any of its ACGME-accredited programs will require residents to sign a non-competition guarantee or restrictive covenant.
- B. A statement to this effect will be incorporated into the resident employment contracts.

Name	Title	Dept./Committee	Date
Donald Kees, MD	DIO	GMEC	December 16, 2014
Donald Kees, MD	DIO	GMEC	March 20, 2018
Donald Kees, MD	DIO	GMEC	March 15, 2021