

 Arnot Ogden Medical Center	Graduate Medical Education	DATE: 5/23/2023	MANUAL NO. GME-298
		REPLACES (Date and No.) 3/2015, 8/2019	

Restrictive Covenant Policy

I. Purpose of Policy

The use of Restrictive Covenants may **not** be included in Accreditation Council for Graduate Medical Education (ACGME)-accredited residency and fellowship program trainees’ agreements at Arnot Ogden Medical Center.

II. Policy Scope

The policy applies to Graduate Medical Education staff and Program Directors for ACGME-accredited residency and fellowship programs at Arnot Ogden Medical Center.

III. Definitions

Resident: Any physician in an ACGME-accredited graduate medical education program including Residents and Fellows.

Restrictive Covenant: A non-competition guarantee in which an employee agrees not to enter or start a similar profession or trade in competition against the employer.

IV. Policy Statement

- The ACGME specifically prohibits the use of Restrictive Covenants in trainee agreements.
- Neither Arnot Ogden Medical Center as the Sponsoring Institution, nor any of its ACGME-accredited training programs, require that a Resident or Fellow sign a non-competition guarantee or Restrictive Covenant.