

	<b>Graduate Medical Education</b>	
	GMEC Approval Date:	06/06/2023
	Effective Date:	07/01/2023
	Review/Revision Date:	05/24/2023
Policy Title: <b>Non-Competition and Restrictive Covenants</b>		
ACGME Institutional Requirement: <b>IV.M.</b>	Page 1 of 1	

**I. Purpose**

To define the institutional policy on restrictive covenants and non-competition guarantees

**II. Policy**

- A. LECOM, as the sponsoring institution, prohibits the inclusion of any restrictive covenants or non-compete clauses for residents and fellows.
- B. No LECOM ACGME accredited program will ask for a commitment by a resident or fellow on a non-compete or restrictive covenant clause as a contingency of graduate medical education training.
- C. Residents and fellows are notified at the time of employment and contract renewal that they cannot sign a non-compete or restrictive covenant clause as a condition of participation in LECOM GME.
- D. Residents and fellows must immediately advise the LECOM DIO or the GMEC chair if they are asked to sign such a document.
- E. The LECOM DIO and Program Director will respond to any concerns regarding restrictive covenants or non-competition guarantees with the group/individual making such requests.