



INSTITUTIONAL GRADUATE MEDICAL EDUCATION POLICY

SUBJECT: Restrictive Covenants and Non-Competition Guarantees

DATE EFFECTIVE: September 9, 2020

POLICY: Non-Compete

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I. PURPOSE:

This policy outlines Children's National Hospital's (CH) position on the use of restrictive covenants and non-competition guarantees related to ACGME-accredited training programs and Trainee employment contracts.

II. POLICY SCOPE:

All Accreditation Council for Graduate Medical Education (ACGME) and Non-ACGME accredited residency and fellowship programs sponsored by CH.

III. DEFINITIONS:

Trainee

Trainee refers to all interns, residents and fellows participating in an ACGME or Non-ACGME accredited training program sponsored by CH.

Training Program

Training program or program refers to an ACGME or Non-ACGME accredited internship, residency or fellowship training program sponsored by CH.

IV. POLICY:

In accordance with ACGME requirements, CH, its Graduate Medical Education (GME) Office, and GME training programs prohibit the use of restrictive covenants and non-competition guarantees in any Trainee employment contract. This includes the official contract offered by the GME Office as well as any communications from the training programs.

V. **APPROVAL**

Approved by:



DIO/Vice Chair, Medical Education

5/8/2024

Date

VI. **REVIEW OR REVISION DATE**

Approved by the GMEC: September 9, 2020

Reviewed and Approved by the GMEC: October 13, 2021

Reviewed and Approved by the GMEC: June 15, 2022

Reviewed and Approved by the GMEC: September 13, 2023

Modified and Approved by the GMEC: May 8, 2024