



VALLEY HEALTH TEAM
Family Medicine Residency Program

Section:	<i>Family Medicine Residency Program</i>
Document Number:	<i>GME0014</i>
Title:	<i>Restrictive Covenant (Non-Compete) Policy</i>
Responsible Department:	<i>Graduate Medical Education</i>
Created:	<i>07/12/2016</i>
Revised:	<i>09/28/2020</i>
Superseded:	<i>07/12/2016</i>
GMEC Approved:	<i>10/20/2020</i>
Board of Directors Approved:	<i>10/22/2020</i>
Effective:	<i>10/23/2020</i>
Page:	<i>1 of 1</i>

POLICY:

A restrictive covenant, in its broadest sense, is a provision that precludes an employee from competing with the employer and/or from working for a competitor of the employer, for some period of time after the employment has been terminated.

SCOPE:

This policy applies to all Accreditation Council for Graduate Medical Education (ACGME) - accredited residency programs at Valley Health Team.

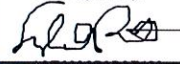
PURPOSE:

The purpose of this policy is to ensure that the Graduate Medical Education Committee (GMEC) is providing appropriate oversight regarding the use of restrictive covenants in trainee agreements per ACGME Institutional Requirements.

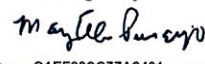
PROCEDURE:

The ACGME specifically prohibits the use of restrictive covenants in trainee agreements. In order to ensure appropriate institutional oversight as required by the ACGME Institutional Requirements, this policy has been established.

Neither the Sponsoring Institution nor any of its ACGME-accredited training programs may require residents to sign a non-competition guarantee (restrictive covenant).

DocuSigned by:

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 Soyla A. Reyna-Griffin, CPA
 Chief Executive Officer

10/22/2020
Date

DocuSigned by:

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 Mary Ellen Pumarejo
 President, Board of Directors

11/22/2020
Date