

## CHRISTIANA CARE HEALTH SERVICES

<b>POLICY:</b>	<b>Restrictive Covenant</b>
DEPARTMENT:	GMEC
DATE OF ORIGIN:	February 6, 2001
LAST REVISION DATE:	July 24, 2013
REGULATORY REFERENCE:	ACGME

### ***POLICY:***

Residents/Fellows may not be asked or required to sign a noncompetition guarantee or restrictive covenant as a condition of their participation in a Graduate Medical Education Program.

### ***DEFINITIONS:***

Non-Competition/Restrictive Covenant: A provision in a contract that restricts the individual from engaging in a professional activity – usually in a specified geographic area for a specified period of time after completion of employment/training.

### ***PURPOSE:***

To ensure that no Christiana Care resident/fellow is required or induced to commit to any non-competition guarantee or restrictive covenant.

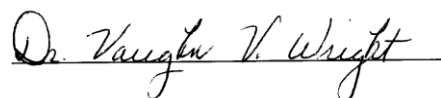
### ***SCOPE:***

All Christiana Care Residents/Fellows and all Graduate Medical Education Programs at Christiana Care.

### ***PROCEDURE:***

Christiana Care and its Graduate Medical Education programs may not require or request a resident or fellow to sign a non-competition guarantee/restrictive covenant. Violations of this policy shall be reported the Vice President for Academic Affairs.

### **SIGNATURES/APPROVALS:**



Reviewed 05/01/2015