

The University of Alabama Hospital Graduate Medical Education Policy and Procedure	GMEC Approved Date: May 7, 2024
GME Use of Restrictive Covenants	Next Review Date: Spring 2025

PURPOSE:

Per ACGME requirements (IR. IV.L.), the Sponsoring Institution must maintain a policy that states that neither the Sponsoring Institution nor any of its ACGME-accredited programs will require a resident to sign a non-competition guarantee or restrictive covenant.

POLICY:

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 resident agreements per Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements. 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. The Accreditation Council for Graduate Medical Education (ACGME) specifically prohibits the use of restrictive covenants in resident agreements and requires the Sponsoring Institution to maintain a policy that prohibits programs from requiring a resident to sign a non-competition guarantee or restrictive covenant.