



SUBJECT: Restrictive Covenants and Non-Competition Guarantees

POLICY: Non-Compete

DATE EFFECTIVE: September 9, 2020

PAGE: 1 of 1

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) or 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 programs 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 and its ACGME-accredited 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

10/13/2021

Date

VI. REVIEW OR REVISION DATE

Approved by the GMEC: September 9, 2020

Reviewed and Approved by the GMEC: October 13, 2021