

CHRISTIANA CARE

POLICY:	Restrictive Covenant
DEPARTMENT:	GMEC
DATE OF ORIGIN:	February 6, 2001
LAST REVISION DATE:	December 1, 2021
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 after completion of employment/training.

PURPOSE:

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

SCOPE:

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

PROCEDURE:

ChristianaCare 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 to the Designated Institutional Officer (DIO).

SIGNATURES/APPROVALS:



Reviewed 1/2/2025

DO, FACP, FAAP
Associate Designated Institutional Official

