

UNIVERSITY OF MARYLAND MEDICAL CENTER GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL	PAGE: 1 of 1	PROCEDURE NO: GMS - CC
	EFFECTIVE DATE: July 1, 2022	
SUBJECT: Non-competition Guarantees or Restrictive Covenants		
APPROVALS: Graduate Medical Education Committee: June 23, 2022		

1. **Purpose**

The purpose of this policy is to comply with the ACGME Institutional Requirement requiring accredited residency or fellowship programs to adopt a policy expressly stating that neither the Sponsoring Institution nor any of its ACGME-accredited programs, nor programs under the Sponsoring Institution's GME oversight will require a resident/fellow to sign a non-competition guarantee or restrictive covenant. (ACGME Institutional Requirement Section IV.M.)

2. **Scope**

This policy applies to all Graduate Medical Education and Post Graduate training programs sponsored by the University of Maryland Medical Center, including those accredited by the ACGME, other accrediting bodies and other programs/training that is under the oversight of UMMC GMEC.

3. **Responsibility**

It is the responsibility of the program directors, chairs, clinical chiefs, teaching staff, residents, fellows and UMMC and UMSOM leadership and management to comply with this policy.

4. **Definition**

Noncompete agreements are restrictive covenants in employment contracts that limit worker mobility based on time, scope, and distance.

5. **Procedure**

Neither the University of Maryland Medical Center as the Sponsoring Institution nor any of its graduate medical education training programs will require it residents/fellows to sign a non-competition guarantee or restrictive covenant. Upon completion of training, a trainee is free to seek employment in any institution or geographical location.