

Departmental Policy Title	Restrictive Covenant Policy - GME	Policy ID	11315
Keywords	restrictive, covenant, non-competition, non-compete		
Department	Graduate Medical Education (GME)		

I. Purpose of Policy

The use of Restrictive Covenants must not be included in a Resident's Agreement of Appointment for a Resident training in an Accreditation Council for Graduate Medical Education (ACGME)-accredited residency or fellowship program at Dartmouth Hitchcock (DH).

II. Policy Scope

The policy applies to Graduate Medical Education (GME) staff and Program Directors for ACGME-accredited residency and fellowship programs at DH.

III. Definitions

- **Agreement of Appointment:** The document which identifies information on stipends, benefits (inclusive of health insurance accessible to Residents and their eligible dependents), professional liability coverage, and disability insurance.
- **Resident:** Any physician in an ACGME-accredited GME program including residents and fellows.
- **Restrictive Covenant:** A non-competition guarantee in which an employee agrees not to enter or start a similar profession or trade in competition against the employer.

IV. Policy Statement

- The ACGME specifically prohibits the use of Restrictive Covenants in a Resident's agreement.
- Neither Dartmouth Hitchcock/Mary Hitchcock Memorial Hospital as the Sponsoring Institution, nor any of its ACGME-accredited training programs, require that a Resident sign a Restrictive Covenant.

V. References

ACGME Institutional Requirements. (2022). Retrieved from ACGME.org.

Responsible Owner:	Graduate Medical Education (GME)	Contact(s):	Karen Miller
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Related Policies & Procedures:			
Related Job Aids:			

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