

Policies and Procedures

<i>Section:</i> School of Medicine		<i>NO.</i>				
<i>Chapter:</i> Graduate Medical Education	<i>Issued:</i> <i>DATE</i> <i>11/2014</i>	<i>REV. A</i> <i>1/6/2020</i>	<i>REV. B</i>	<i>REV. C</i>		
<i>Policy:</i> Non-Compete Policy		<i>Page 1 of 2</i>				

PURPOSE

The Creighton University School of Medicine endorses the policy of the Accreditation Council for Graduate Medical Education which prohibits the inclusion of any restrictive covenants or non-compete clauses for residents or fellows.

SCOPE

The policy applies to Creighton University School of Medicine and Creighton University residents, fellows and their respective training programs regardless of accrediting body.

DEFINITIONS

- **ACGME:** The body responsible for accrediting the majority of graduate medical training programs (i.e., internships, residencies, and fellowships, aka subspecialty residencies) for physicians in the United States. It is a non-profit private council that evaluates and accredits medical residency and internship programs.

POLICY

The Creighton University School of Medicine endorses the policy of the Accreditation Council for Graduate Medical Education which prohibits the inclusion of any restrictive covenants or non-compete clauses for residents or fellows.

It is the policy that no Creighton Graduate Medical Education program will ask for a commitment by a resident or fellow on a non-compete or restrictive covenant clause as a contingency of graduate medical education training.

Residents and fellows are advised that they cannot sign a non-compete or restrictive covenant clause in conjunction with any Creighton University documents. Residents and fellows must immediately advise the Graduate Medical Education office if they are asked to sign such a document.

REFERENCES

Link to ACGME policy on non-compete (page 14):

<https://www.acgme.org/Portals/0/PFAssets/InstitutionalRequirements/000InstitutionalRequirements2018.pdf?ver=2018-02-19-132236-600>

AMENDMENTS OR TERMINATION OF THIS POLICY

Creighton University reserves the right to modify, amend or terminate this policy at any time.

In the event of any discrepancies between program policies and the GME policy, the GME policy shall govern.

Once printed, this policy may no longer be current.

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REVIEW AND APPROVAL:

Phx P&P Committee: 1/6/2020 approved with “regardless of accrediting body” added to Scope and link to ACGME policy added under references.

Phx GEC: March 2020

Exec GMEC: n/a since changes were minor