USF – College of Medicine
GRADUATE MEDICAL EDUCATION POLICY & PROCEDURE

<table>
<thead>
<tr>
<th>Title: Restrictive Covenants</th>
<th>No.: GME-210</th>
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<tr>
<td>Effective Date: 1/1/99</td>
<td>Revision Date: 10/2019</td>
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**Scope:**
Applies to Accreditation Council for Graduate Medical Education ("ACGME") accredited and non-accredited/non-standard programs sponsored by the University of South Florida Morsani College of Medicine ("USF MCOM").

**Background:**
In accordance with SI IV.L., the Sponsoring Institution must maintain a policy which states that neither the Sponsoring Institution nor any of its ACGME-accredited programs will require a resident/fellow ("resident") to sign a non-competition guarantee or restrictive covenant.

**Policy:**
The USF MCOM strongly supports the policy of the Accreditation Committee on Graduate Medical Education which prohibits the inclusion of any restrictive covenants or non-compete clauses for residents.

USF MCOM further stipulates that no residency program will ask for a signature by a resident on a non-compete or restrictive covenant clause as a contingency of Graduate Medical Education training.

**Responsible Party**

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<tr>
<th>Program Directors</th>
<th>Action</th>
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<tr>
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<td>Ensures that program documentation required for signature by residents does not contain a non-compete or restrictive covenant clause.</td>
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<td>Advises residents that it is also improper to sign a non-compete/restrictive covenant clause in conjunction with any USF MCOM documents.</td>
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<td>Residents</td>
<td>Advises the Office of GME of any documents that contain language which could be construed as non-compete or restrictive covenant language.</td>
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**APPROVED:**

[Signature]

Sr. Associate Dean/Graduate Medical Education/DIO

REVIEWED – 6/05
REVIEWED, APPROVED – 8/2008; 10/2019