



**USF Health - Morsani College of Medicine
GME POLICY & PROCEDURE**

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| Title: Restrictive Covenants Policy | GME-210 |
| Page: 1 of 2 | |

Scope: Applies to all University of South Florida Morsani College of Medicine (“USF MCOM”) residents and fellows (“Residents”) in Accreditation Council for Graduate Medical Education (“ACGME”) accredited and non-accredited/non-standard programs as appointed through the House Officer Contract issued by the USF MCOM Graduate Medical Education Office (“GME Office”).

Background: In accordance with Institutional Requirements, 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 to sign a non-competition guarantee or restrictive covenant (IR IV.M.).

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.

Procedure

Responsible Party
Program Director

Action

Ensures that program documentation required for signature by residents does not contain a non-compete or restrictive covenant clause.

Advises residents that it is also improper to sign a non-compete/restrictive covenant clause in conjunction with any USF MCOM documents.

Resident

Advises the Office of GME of any documents that contain language which could be construed as non-compete or restrictive covenant language.
Oversees clinical experience and educational work hours reporting any work hour violations.

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| Page: 2 of 2 | |

APPROVED:



Senior Associate Dean, Graduate Medical Education/DIO

| Date of Origin | Effective | Revision/GMEC Approval: | Originally Policy # |
|----------------|-----------|------------------------------------|---------------------|
| 01/1999 | 01/1999 | 06/2005; 08/2008; 10/2019; 10/2023 | N/A |