

Policy Name:	Non-Competition		
Section #:	07-001	Section Title:	Restrictive Covenants
Approval Authority:	Graduate Medical Education Committee	GMEC Approved	04/26/2019, 2/21/2025
Responsible Executive:	DIO	Revised:	08/20/2021, 08/26/2024, 2/6/2025
Responsible Office:	Office of Clinical and Health Affairs, Rutgers Health	Contact:	Institutional Coordinator

1. **Reason for Policy**
To establish compliance that meets Rutgers, state, federal, and accreditation regulations.
2. **Applicable ACGME Institutional Requirements**
IV.M.
3. **Resources**
 - i. Accreditation Council for Graduate Medical Education Institutional Requirements
4. **Definitions**
The scope of this policy applies to all residents and fellows participating in accredited Rutgers Health post-graduate training programs (i.e., residencies or fellowships), accredited by the Accreditation Council for Graduate Medical Education (ACGME), who hold a Resident or Fellow appointment. The Rutgers Health policy described here applies to all residents and fellows of Rutgers Health.
5. **The Policy**
Rutgers Health specifically prohibits the creation and enforcement of any restrictive covenants as a condition of resident or fellow participation in graduate medical education programs. Neither the applicable employer nor any GME training program will require residents or fellows to sign a non-competition guarantee or restrictive covenant, as monitored by the DIO (or designee).