Graduate Medical Education: GME Non-Competition or Restrictive Covenants

I. Purpose:
This policy outlines Ochsner Lafayette General Medical Centers (OLGMC) position on the use of restrictive covenants and non-competition guarantees related to ACGME-accredited training programs.

II. Scope
This policy applies to all Ochsner ACGME-accredited training programs.

III. Definitions
- **Resident**: Any trainee in an OLGMC sponsored core or fellowship program
- **Designated Institutional Official (DIO)**: Responsible for oversight of OLGMC Graduate Medical Education programs
- **Department of Graduate Medical Education (GME)**: Responsible for the administration of all OLGMC sponsored residency and fellowship training programs
- **Accreditation Council for Graduate Medical Education (ACGME)**
- **Sponsoring Institution (SI)**: The organization (or entity) that assumes the ultimate financial and academic responsibility for a program of GME. The sponsoring institution has the primary purpose of providing educational programs and/or health care services

IV. Policy Statement:
ACGME Institutional Requirements state the Sponsoring Institution nor any of its ACGME-accredited training programs must not require Residents to sign a non-competition guarantee in return for fulfilling their educational obligations.

If a Resident is asked to sign or required to sign a non-competition guarantee or restrictive covenant in return for fulfilling their educational obligations, this violation should be reported to the Program Director, DIO, and/or GME.
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Policy History

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