

Graduate Medical Education Policy	Non-Competition
Facility/Sponsor	CMC/GMEC
Policy Origin Date	December 2014
Revision Date	March 2026

PURPOSE

Carilion Medical Center (CMC) must maintain a policy which states that neither the Sponsoring Institution nor any of its ACGME-accredited programs will require a resident/fellow in an accredited training program to sign a non-competition guarantee or restrictive covenant.

SCOPE

This policy applies to all Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited graduate medical education programs sponsored by Carilion Medical Center (CMC).

DEFINITIONS

A Non-Competition Clause: also known as a non-compete agreement, or covenant not to compete, is a contractual provision that restricts an individual from working for a competitor, starting a competing business, or using confidential information gained from previous employer for a set period after their employment ends.

Trainee: refers to all interns, residents, and fellows participating in accredited graduate medical education programs at Carilion Medical Center and may be used interchangeably with the terms resident and fellow.

PROCEDURE

Neither Carilion Medical Center nor any of its ACGME-accredited programs will require residents to sign a non-competition guarantee or restrictive covenant. A statement to this effect is included in the resident/fellow employment contracts.

Designated Institutional Official	Reviewing Committee	Date Approved
Donald Kees, MD	GMEC	December 16, 2014
Donald Kees, MD	GMEC	March 20, 2018
Donald Kees, MD	GMEC	March 15, 2021
Arthur Ollendorff, MD	GMEC	May 20, 2025
Arthur Ollendorff, MD	GMEC	March 17, 2026