

UVM HEALTH NETWORK - CHAMPLAIN VALLEY PHYSICIANS HOSPITAL GENERAL MEDICAL EDUCATION

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Section: GME Institutional

SUBJECT: Non-Competition Policy		
PREPARED BY: Laura McCray, MD MSCE	RESPONSIBLE DEPARTMENT: Graduate Medical Education	
CONTRIBUTING DEPARTMENT(S):		
ADMINISTRATIVE APPROVAL: General Medical Education Committee	POLICY CREATION DATE: 12/10/2025	
NEW: X	SUPERSEDES POLICY DATED: GRADUATE MEDICAL EDUCATION POLICY AND PROCEDURE MANUAL Page # 10	REVISED DATE:
REVIEW DATES & INITIALS OF REVIEWER:		
OTHER RELATED POLICIES: (LIST POLICY TITLE & DEPT. IF NOT ADMIN.)		

I. PURPOSE

Programs cannot make or enforce any covenants intended to restrict the choice of practice location, practice structure, or the post-residency or fellowship professional activity of individuals who have completed their post-graduate medical education programs. Any attempt to make or enforce such covenants will be grounds for sanction of the program.

Neither the Sponsoring Institution nor any of its ACGME-accredited programs will require a resident/ fellow to sign a non-competition guarantee or restrictive covenant.

II. REFERENCES

Accreditation Council for Graduate Medical Education, Institutional Requirements

III. DISTRIBUTION

This policy will be available in Policy Manager for all employees on an as needed basis.

All recipients of this policy must acknowledge their receipt and understanding of the policy by referring to any questions or problems with the policy within ten (10) days of the issue date to their immediate supervisor. If no questions or problems are stated, it will be assumed that the policy has been read and understood.

All questions regarding this policy or its implementation may be referred to your immediate administrative supervisor.