



System-Wide Policy

Title: Restrictive Covenant	Policy Number: GME-33
---------------------------------------	---------------------------------

PURPOSE: To establish a policy for all HealthPartners Institute-sponsored post-graduate medical/dental training programs (“Sponsored Programs”) to ensure trainees are not required to sign a restrictive covenant.

This policy applies to all Sponsored Programs accredited by the Accreditation Council for Graduate Medical Education (ACGME), the Council on Podiatric Medical Education (CPME) and the Commission on Dental Accreditation (CODA).

DEFINITIONS:

Restrictive Covenant: A contractual arrangement between an employer and employee which restricts where the employee is able to work following completion of their contract.

POLICY:

Neither HealthPartners Institute nor any of its training programs will require a trainee to sign a non-competition guarantee or restrictive covenant. Upon completion of training, a trainee is free to seek employment in any institution or geographical location.

PROCEDURE: See above.

RELATED DOCUMENTS: Not Applicable

REFERENCE MATERIALS: Not Applicable

ADDITIONAL INFORMATION: Not Applicable

COMMITTEE/POLICY SPONSOR AND OWNER: Graduate Medical Education Committee