

Policy #: 021.002
Policy Title: Trainee Non-Compete
Sponsor: David Brown, MD; DIO
Approved by: Graduate Medical Education Committee

Purpose

Florida International University (FIU) has adopted the following policy to ensure that trainees are not restricted by non-competition in their agreement of appointment/contract.

This policy addresses Accreditation Council of Graduate Medical Education’s (ACGME) Institutional Requirement *IV.M. Non-competition* *The Sponsoring Institution must maintain a policy which states that 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.*

Definitions

Non-compete: A restriction that keeps a physician from practicing in a certain area. Often included as a component of an employment contract.

Background

The ACGME institutional requirements state that ACGME-accredited programs are prohibited from including a non-competition clause in trainee agreement of appointments/contracts. Therefore, trainees are not restricted by a non-compete in return for fulfilling their educational obligations.

Policy

Trainee physicians enrolled in FIU-sponsored graduate medical education programs shall not be required by the Sponsoring Institution to sign any type of non-compete agreement or restrictive covenant for the benefit of FIU.

Related Policies

Trainee Agreement of Appointment/Contracts

Author	Maryam Shakir	01/21/2020
Revised		08/24/2024
DIO Review	David Brown, MD	08/26/2024
GMEC Approval	Reviewed and approved	08/29/2024