

IDENT	GME3
Type of Document	Policy
Applicability Type	Department-Level
Title of Owner	Dir GME
Title of Approving Official	GMEC
Date Effective	9/15/2022
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**TITLE:** Restrictive Covenant Policy

**POLICY:** UVM Medical Center and its Graduate Medical Education (GME) Programs cannot make or enforce any non-competition guarantees or covenants intended to restrict the choice of practice location, practice structure, or the post-residency professional activity of individuals who have completed their post-graduate medical education programs. Any attempt to make or enforce such non-competition guarantees or covenants could be grounds for sanction of the program.

**DEFINITIONS:** None.

**REFERENCES:** Accreditation Council for Graduate Medical Education, Institutional Requirements

**REVIEWERS:** Karen Miller, Dir GME

**OWNER:** Karen Miller, Dir GME

**APPROVING OFFICIAL:** Melissa Davidson, MD, GMEC