

SUBJECT	NUMBER
RESTRICTIVE COVENANT	GME-33 Attachments <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
KEY WORDS	EFFECTIVE DATE
Employment	
CATEGORY	LAST REVIEW DATE
Human Resources (HR)	January 2021
MANUAL	NEXT REVIEW DATE
Graduate Medical Education	January 2024
ISSUED BY	ORIGINATION DATE
Graduate Medical Education	May 28, 2014
APPLICABLE	RETIRED DATE
Applies to all HealthPartners Institute-sponsored post-graduate medical/dental trainees. The term "trainee" applies to residents and fellows.	Not Applicable
REVIEW RESPONSIBILITY	CONTACT
Graduate Medical Education Committee (GMEC)	Graduate Medical Education

PURPOSE

To establish a policy for all post-graduate training programs within the HealthPartners Institute to ensure all trainees are not required to sign a restrictive covenant.

SCOPE

This policy applies to all HealthPartners Institute-sponsored post-graduate medical/dental training 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).

DEFINITION

Restrictive Covenant — refers to 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.

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