

**CENTRAL IOWA HEALTH SYSTEM
GRADUATE MEDICAL EDUCATION COMMITTEE**

POLICY REGARDING NONCOMPETE REQUIREMENT

- I. **Purpose**
In order to create a fair working environment, the sponsoring institution and residency programs will not require a resident to sign a non-competition guarantee or restrictive covenant before or during their training.

- II. **Scope**
This policy applies to all Accreditation Council for Graduate Medical Education (ACGME) accredited and Council on Podiatric Medical Education (CPME) accredited programs sponsored by the Central Iowa Health System.

- III. **Definitions**
Non-competition clauses are restrictive agreements between employers and employees that 1) prohibit employees from revealing proprietary information about the company/organization to competitors or other outsiders, or 2) forbid employees from competing with their ex-employer for a certain period after leaving the company/organization.

- IV. **Procedures**
Applicants to a Central Iowa Health System sponsored residency programs that successfully match into the residency program will be provided a contract following the match. The contract will delineate the responsibilities and duties of the matched applicant as a resident, as well as those of the institution to the resident. There shall be no language in the contract that includes a non-compete requirement or precludes a resident from joining a competing practice or institution upon graduation from the program.