

Policy Name: GME Non-Compete Policy	
Originating Officer (Title), Council, or Committee: Shelly Monks, Vice President and Chief Academic Officer, Designated Institutional Official	Effective Date: April 14, 2025
Approved By: Graduate Medical Education Committee	Last Reviewed Date: April 14, 2025
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1.0 Scope:

1.1 Applicable Entities:

This policy applies to:

- Texas Health Resources (Texas Health) and its member entities
- Excludes the Texas Health joint venture entities (except those listed in the Formulation and Adoption of System-Wide Policies and Procedures in Section 4.1.6 or in Section 4.1.7)

1.2 Applicable Departments:

This policy applies to all Texas Health Graduate Medical Education residents and fellows (hereafter referred to as Trainees) employed by Texas Health Resources (“Institution”).

2.0 Purpose:

- 2.1 To provide guidelines and define the Graduate Medical Education policy for Non-Competition at Texas Health Resources ACGME-accredited sponsored training programs. The aim is to ensure the Sponsoring Institution, and its sponsored ACGME- accredited programs foster a fair work environment that do not require a Trainee to sign a non-compete guarantee or restrictive covenant before or during their time of training.

3.0 Policy Statements:

- 3.1 At Texas Health, we are committed to creating a workplace where diversity is celebrated, and inclusion exists at all levels. As such, Texas Health does not tolerate discrimination in any form or any behaviors that are incompatible with our core values – Respect, Integrity, Compassion, and Excellence and Our Texas Health PromiseSM.

4.0 Provisions:

- 4.1 Texas Health Resources, or any of its sponsored ACGME-accredited programs, will not require a Trainee to sign a non-competition guarantee or restrictive covenant.

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5.0 Definitions:

- 5.1 DIO – Designated Institutional Official
- 5.2 ACGME – Accreditation Council for Graduate Medical Education
- 5.3 Graduate Medical Education Committee (GMEC) – Responsible for policy and oversight Graduate Medical Education.
- 5.4 Resident/Fellow – Trainee in a sponsored Graduate Medical Education program.

6.0 Responsible Parties:

- 6.1 Graduate Medical Education Committee
 - 6.1.1 Implementation and oversight of the policy is the responsibility of the Program Director and the Graduate Medical Education Committee.

7.0 External References:

[ACGME Policies and Procedures](#)

8.0 Related Documentation and/or Attachments:**9.0 Required Statements:**

Not Applicable