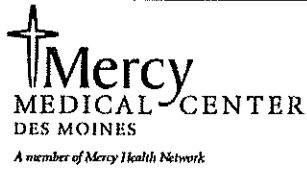


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|  <p><b>Mercy</b><br/>MEDICAL CENTER<br/>DES MOINES<br/><i>A member of Mercy Health Network</i></p> | GME Department Policy   |  | Page 1 of 1     |            |
|   | <p align="center"><b>PROHIBITION OF<br/>RESTRICTIVE COVENANTS<br/>IN TRAINEE AGREEMENTS</b></p> |  | Effective Date: | July, 2015 |
|   |   |  | Reviewed:       |            |

**BACKGROUND:**

1. The Accreditation Council for Graduate Medical Education (ACGME) specifically prohibits the use of restrictive covenants in trainee agreements and requires the Sponsoring Institution to maintain a policy that prohibits programs from requiring a Resident/Fellow to sign a non-competition guarantee or restrictive covenant.
2. This policy applies to all ACGME-accredited Residency and Fellowship programs at Mercy Medical Center with appropriate institutional oversight as required by the ACGME Institutional Requirements.

**POLICY:**

It is the policy that neither Mercy Medical Center nor any of its residency programs may require Residents or Fellows to sign a non-competition guarantee (restrictive covenant).

  
\_\_\_\_\_  
Signature

Chief Medical Officer  
\_\_\_\_\_  
Title