Purpose: To provide housestaff with a policy on Restrictive Covenants.

Scope: This policy will apply to all of the postgraduate training programs at Rutgers New Jersey Medical School.

Definitions:
1. **Housestaff/House Officer** - refers to all interns, residents and subspecialty residents (fellows) enrolled in a Rutgers New Jersey Medical School (Rutgers NJMS) graduate medical education program. A member of the housestaff may be referred to as a house officer.
2. **Designated Institutional Official (DIO)** – refers to the individual who has the authority and responsibility for the graduate medical education programs.
3. **Program** – refers to the structured medical education experience in graduate medical education which conforms to the Program Requirements of a particular specialty, the satisfactory completion of which may result in eligibility for board certification.
4. **Program Director** – the one physician designated to oversee and organize the activities for an educational program.
5. **Review Committee** - the Accreditation Council for Graduate Medical Education delegates authority to accredit programs/institutions to its Review Committees. The Review Committees are comprised of peer specialists in the field and resident physicians.

Reference(s):
1. ACGME Institutional Requirements II.D.6

Policy:
Rutgers NJMS specifically prohibits the creation and enforcement of any Restrictive Covenants as a condition of housestaff participation in Graduate Medical Education Programs. Neither the Sponsoring Institution nor its programs will require housestaff to sign a non-competition guarantee.