

**CONEMAUGH MEMORIAL MEDICAL CENTER
GRADUATE MEDICAL EDUCATION POLICY**

NON-COMPETITION

Purpose

To establish our commitment to the career development of our residents and fellows. This policy is to ensure that residents and fellows in Conemaugh Memorial Medical Center (CMMC) Graduate Medical Education training programs are not subject to non-competition agreements or restrictive covenants that could limit their future employment opportunities or professional growth.

Applies To

All Conemaugh Memorial Medical Center Graduate Medical Education training programs.

Policy

Neither the Sponsoring Institution nor any of its ACGME-accredited or recognized programs will require a resident/fellow to sign a non-competition guarantee or restrictive covenant.

Procedure

Residents or fellows who believe they have been asked to sign a non-competition agreement or restrictive covenant should report the matter immediately to the Designated Institutional Official. Any report will be immediately investigated and addressed.

References

IR: 4.13 (Non-competition)

GMEC approved: 2/19/2026