

Project Vida Health Center  
Community Psychiatry Residency  
Graduate Medical Education Policies and Procedures

**Non-Competition**

APPROVED: 3/1/2022, 7/26/2023

EFFECTIVE: 7/26/2023

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**Purpose:** In order to create a fair working environment, the Sponsoring Institution and residency programs should not require a resident to sign a non-competition guarantee or restrictive covenant before or during their time of training.

**Policy:**

A non-compete clause or restrictive covenant not to compete are terms used in contract law under which one party (usually an employee) agrees not to enter into or start a similar profession or trade in competition against another party (usually the employer), usually for some period of time after the employment has been terminated. Resident refers to all interns, residents, and fellows participating in postgraduate training programs.

1. Project Vida will not require residents to sign a non-competition guarantee or restrictive covenant.
2. A statement to this effect will be incorporated into the resident employment contracts.