

ACP Wisconsin Chapter Statement on Non-compete clauses

Approved by ACP-Wisconsin Governor's Council, May 2026

The American College of Physicians (ACP), including specifically the Wisconsin Chapter of ACP, opposes non-compete and financial damage clauses in physician employment contracts (with limited exceptions in individual circumstances, like small physician-led practices). ACP recognizes that a physician's first priority is the best interest of the patient, and restrictive covenants (such as restrictions on practicing in a specific geographic area after leaving an employer) "may disrupt patient-physician relationships or access to care or interfere with the responsibility to notify patients or forward medical records if a physician leaves a practice". (1)

(1) <https://www.acpjournals.org/doi/full/10.7326/M20-7093?journalCode=aim>