PHYSICAL EXAMINATIONS AS A CONDITION OF EMPLOYMENT

A physical examination may be required and must be passed before employment begins for employees in designated positions.

The President shall establish procedures regarding the requirement of physical examinations as a condition of employment.

NOTE: Originally part of Policy 4210C

Adopted January 15, 2015
PHYSICAL EXAMINATIONS AS A CONDITION OF EMPLOYMENT

A physical examination may be required and must be passed before employment begins for employees in designated positions. Said examination must be taken within five (5) working days after notification of selection. Refusal to submit to medical examination prior to appointment shall be grounds for rejection.

Annual physical examinations may be required for designated personnel, depending on the requirements of law and the College.

If there is a concern that an employee is physically unable to perform duties assigned due to an apparent physical disorder, the President or designee may require that the employee submit to a physical examination, the result of which shall be discussed with the employee, the physician, and the Director of Human Resources. Appropriate accommodations may be made for the employee to allow him/her to perform the duties of the position. If no accommodations can be made, appropriate action may be taken by the President regarding the continued employment of the person in question.

Reasonable costs of the physical examination will be borne by the College.

The examination information will be recorded by the physician upon a form approved by the College and the College shall approve of the physician performing the examination and/or may designate a physician for such services.

NOTE: Originally part of Procedure 4210C

Adopted January 15, 2015