

**HUMAN RESOURCES**

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2 **BP 7335 HEALTH EXAMINATIONS**

3 References:

- 4 42 U.S. Code Section 12112;
- 5 29 Code of Federal Regulations Part 1630;
- 6 Government Code Section 12940

7 The District may require medical examinations of candidates for appropriate positions,  
8 after a conditional offer of employment has been extended and prior to assuming the  
9 duties of the position. Such pre-employment medical examinations shall be required of  
10 any candidate for a position for which a pre-employment medical examination has been  
11 deemed appropriate. No candidate will be required to participate in such an  
12 examination solely on the basis of the candidate's age or disability.

13 The Governing Board authorizes the Superintendent/President or designee to require  
14 any employee to undergo a physical or mental examination at any time it appears to be  
15 in the District's interest to obtain verification of an employee's fitness for duty and where  
16 such a fitness for duty exam is job related and consistent with business necessity. Such  
17 medical examinations will be at the District's expense and will be conducted by a  
18 physician chosen by the District, subject to provisions in applicable collective bargaining  
19 agreements or employee handbooks.

20 Office of Primary Responsibility: Human Resource Services