

HUMAN RESOURCES

BP 7335 HEALTH EXAMINATIONS

References:

- Government Code Section 12940;
- 42 U.S. Code Section 12112(d);
- 29 Code of Federal Regulations Part 1630;

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

The Superintendent/President shall establish administrative procedures related to medical examinations of candidates.

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

Also see BP/AP 7330 titled Communicable Disease and AP 7336 titled Freedom from Tuberculosis