

## **INJURY/ILLNESS/LIMITING MEDICAL CONDITIONS IN AND OUT OF THE WORKPLACE**

### **Purpose:**

Members with life-threatening illnesses, life threatening, non-job related injuries, non-job related illnesses, injuries, and otherwise limiting medical conditions, often wish to continue their normal pursuits, including work, to the extent allowed by their condition.

### **Support Mechanism:**

The district supports these endeavors as long as the member is able to meet acceptable performance standards. As in the case of other disabilities, the district will make reasonable accommodations in accordance with all legal requirements to allow these qualified members to perform the essential functions of their jobs.

### **Medical Examinations and Information:**

- A. Medical examinations are required for members with life-threatening illnesses, life threatening non-job related injuries, non-job related illnesses, injuries, and otherwise limiting medical conditions.
- B. A release from a qualified district appointed physician must be obtained prior to returning to a respective job function.
- C. The Chief may at his/her discretion request that a member be removed from active duty until a medical determination has been completed.
- D. When a member has been placed on an in-active status and a physician releases them for duty, the said member may be compensated for their time-off. This shall be on a case-by-case basis and at the discretion of the Executive Staff, Board of Trustees, and Legal Counsel.
- E. Medical information on individual members is treated confidentially and the district will take reasonable precautions to protect such information from inappropriate disclosure.
- F. The Executive Staff, Board of Trustees, Legal Counsel, and members have a responsibility to respect and maintain the confidentiality of member medical information.
- G. Anyone inappropriately disclosing such information is subject to disciplinary action, up to and including termination of employment or membership.
- H. Members with questions and concerns about life-threatening illnesses are encouraged to contact the Executive Staff for information and referral too appropriate services and resources.