

PHYSICAL EXAMINATIONS

Purpose:

To ensure that prospective and current employees meet the minimum physical standards for the position which they perform.

Scope:

This policy applies to all current or prospective operations employees, as well as any other employee who may be required to work in a compromised atmosphere.

Policy:

It is the policy of the district to require physical examinations prior to employment in order to ensure that employees are physically capable of fulfilling the essential functions of the position to which they are assigned. Also, semi-annual physical examination/testing is required for current employees whose positions require working in a compromised atmosphere.

Guidelines:

- A. Job offers to potential employees will be made contingent upon the applicant passing a physical examination/testing.
- B. The potential employee will be required to undergo a physical examination/testing with the district's designated medical provider.
- C. In the event that the individual does not pass the physical examination/testing, the offer of employment will be withdrawn.
- D. Operations employees and any other employees whose positions require working in a compromised atmosphere will be required to undergo a semi-annual physical examination/testing to ensure that the physical standards continue to be met.
- E. In the event that a current employee does not pass the examination/testing, their will be sent for a second medical evaluation. If it is further determined that the employee has not passed, steps will be taken to determine if measures are available to return the employee to a point of meeting the physical requirements.
- F. If an employee is unable to meet the physical requirements of their current position, the employee will be relieved of their duties.
- G. If another position is unavailable, and the person's medical problems are not attributable to a work-related injury or illness, employment may be terminated or, if eligible, subjects to current retirement procedures.