

BOARD POLICY 7335 HEALTH EXAMINATIONS

The Chancellor shall establish administrative procedures related to medical examinations of candidates for appropriate positions prior to assuming the duties of the position. Such pre-employment medical examinations shall be required only after a conditional job offer has been made, and shall be required of any candidate for a position for which a pre-employment medical examination has been deemed appropriate. No candidate shall be required to participate in such an examination solely on the basis of the candidate's age or disability.

The procedures may require any employee to undergo a physical or mental examination where such a fitness for duty exam is job related and consistent with business necessity. Such medical examinations shall be at the District's expense and shall be conducted by a physician chosen by the District. All newly hired academic employees shall have on file a medical certificate indicating freedom from communicable diseases, including tuberculosis. No academic employee shall commence service until such medical certificate has been provided to the District.

All newly hired employees must show that they have been examined within the past 60 days to determine that they are free from active tuberculosis.

All employees shall be required to undergo an examination within every four years thereafter to determine if they are free from tuberculosis.

Reference:

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

Replaces:

Board Policy 3.63 Medical Examinations

Approved by the Board of Trustees: February 12, 2013

Revised and approved by the Board of Trustees: November 15, 2016