Glendale Community College District

## 7335

**Board Policy** 

## **HEALTH EXAMINATIONS**

The Superintendent/President or designee shall establish administrative regulations related to medical examinations, including physical and/or psychological examinations of candidates for appropriate positions prior to assuming the duties of the position or returning to work. Such pre-employment 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.

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. In addition, all employees shall be required to demonstrate that they are free from tuberculosis at least every four years unless otherwise required by law.

The procedures may require any employee to undergo a physical or psychological 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.

## Reference:

- 42 U.S.C. Section 12112; 29 C.F.R., Part 1630
- Government Code Section 12940
- Education Code Sections 87408; 87408.6; 88021