

BOARD POLICY

7335

SOUTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES

HEALTH EXAMINATIONS

The Chancellor may require medical examinations of candidates for appropriate positions prior to assuming the duties of the position. Such pre-employment medical examinations may only be required 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 Vice Chancellor of Human Resources 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 or other licensed medical practitioner chosen by the District.

References:

Education Code Section 87408
Government Code Section 1294042
U.S. Code Section 12112(d)
29 Code of Federal Regulations, Part 1630

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