

### **4212.3 Classified Personnel – Pre-employment Physicals**

Effective with the adoption of this policy, the District shall require that persons who are offered positions in classifications involving safety and/or moderate to heavy physical exertion to complete pre-employment physical examinations prior to commencing work in those positions.

Refer to the Classified Job Descriptions for classifications subject to this policy.

The examination will be conducted by a licensed physician selected by the District, at the District's expense. The purpose of the pre-employment physical examination is to determine whether the candidate is physically able, with or without reasonable accommodation, to perform the essential functions of the position. The physician shall be provided with a copy of the position description and any related information necessary to make this determination.

The District shall not request or receive information from the examining physician regarding the candidate's medical condition, prognosis, or treatment without the prior written consent of the candidate. All information obtained from the examining physician shall relate solely to the functional limitations, if any, of the candidate.

Pre-employment physical examinations shall include drug testing for the presence of controlled substances according to regulations adopted pursuant to this policy. Collection of the specimen shall occur at the examining physician's office. Testing of the specimen shall be performed by a certified testing laboratory. Any individual who tests positive as defined in the regulations shall not be employed in the position sought.

Current employees of the District as of the adoption of this policy shall not be required to undergo physical examinations in order to remain in their current positions. Current employees who apply for other positions within the District that are subject to this policy shall be required to submit to pre-employment physicals to the same extent as other candidates.

Refusal to undergo the required pre-employment physical examination, including controlled substance testing, shall render the candidate ineligible for the position sought.

**Board Approved:**

July 14, 2016

April 2, 2015

November 16, 2006

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August 19, 2004

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