

## Chapter 7 – Human Resources

### **BP 7335 Health Examinations**

#### **References:**

42 U.S.C. Section 12112; 29 C.F.R. Part 1630; Government Code Section 12940

The College President/CEO 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 psychological examination where such a fitness for duty exam is job related and consistent with business necessity. Such medical examinations shall be at the College's expense and shall be conducted by a physician chosen by the College.

Approved: August 25, 2004

Revised: November 15, 2006

Reviewed: May 14, 2013

Reviewed: December 6, 2014

Reviewed: June 9, 2015

Reviewed: August 17, 2016