

Bliss Educational Services Center
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PHYSICAL EXAMINATION

Upon initial employment, new employees must furnish evidence of freedom from infectious disease, including a tuberculin skin questionnaire. If the employee's tuberculin skin test is positive, a chest X-ray shall be required. The Board shall pay the cost for any required physical examination, which shall be performed by the District's authorized medical provider. Evidence that an employee is of sufficient health to perform the essential functions of the assignment is necessary to make binding the offer of employment or initial contract, as applicable, with the District.

As evidence of fitness for duty, the District may require a physical and/or mental examination, at the District's expense, where reasonable doubt arises in the minds of the District concerning the current health of the employee as it relates to the ability to perform the functions of the job. Any required testing shall be consistent with limitations imposed by applicable state and federal law. Failure to comply with such request or failure to provide a doctor's certification of sufficiently sound health to perform duties may be subject to discipline including oral and/or written reprimand, suspension, and/or possible dismissal from employment.

An employee may request an exemption from the physical examination requirement for religious reasons by filing an affidavit with the District. The Board shall not discriminate against any employee for filing an affidavit seeking an exemption from the physical requirement.

The District shall maintain all physical examination records and other medical records in a file separate from all other personnel records, and shall treat such records as confidential medical records in accordance with state and federal laws and regulations.

Reference: *Board Policy 3160* Physical Examination

Wisconsin Statutes: §118.25
 §121.52 (3)
 §252.15

Americans with Disabilities Act of 1980