

Title: Staff Health and Safety

The District may require an employee to submit to fitness-for-duty examinations in certain circumstances where such examinations are relevant to the employee's performance or status, including but not limited to the following: (1) when absence from work due to illness, injury, impairment or physical or mental condition has occurred and there is a need to confirm the employee is able to resume work; (2) if there is a reasonable belief that the employee is unable to perform the essential functions of the job; (3) if there is a reasonable belief that the employee poses a direct threat to the employee or others because of a health condition; or (4) if a physical is required by State law. A direct threat occurs when an individual poses a significant risk of substantial harm to the health and safety of him/herself or others, and the risk cannot be eliminated or reduced below the direct threat level through reasonable accommodations.

All medical information will be collected and maintained on separate forms and in separate medical files and will be kept confidential in accordance with applicable law. The information may be disclosed only to the extent permitted by law.

The Board shall make reasonable provisions for maintaining safe working conditions for employees during the hours of employment, and it will expect employees to follow all established safety rules and regulations.

Cross References:

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Legal References:

29 C.F.R Pt. 825.312, 1630.2, 1630.14 Iowa Code 20.9, 279.8, 321.375, IAC 281-43.15-20

Approved: Jun. 20, 1989Reviewed: Jun. 18, 2001
March 22, 2022Revised: April 10, 2007
March 27, 2012
March 28, 2017
February 24, 2026