

Physical Examination

1. Purpose

In order to certify the fitness of employees to discharge efficiently the duties which they will be performing and to protect the health of students from the transmission of communicable diseases, physical examinations of all professional employees will be required prior to employment. The institution will require physical exams only after conditioned offers of employment are extended to applicants.

2. Definition

For purposes of this policy, a "physical examination" shall mean a general examination by a licensed physician who may be designated by the Joint Committee.

3. Guidelines

All candidates for employment, prior to being submitted to the Joint Committee for approval, shall undergo a medical examination, as required by law, the expense for which shall be borne by the applicant unless the applicant is required to go to a physician designated by the school. If so, the cost will be borne by the Joint Committee.

The Joint Committee requires that all employees undergo a tuberculosis examination upon initial employment in accordance with the regulations of the Advisory Health Board.

The Joint Committee may accept an affidavit in lieu of an examination where circumstances warrant such action.

The results of all required medical examinations shall be made known to the Director on a confidential basis, discussed with the employee, and made a part of the employee's record.

In the event of an unsatisfactory report, the Director shall follow the regulations relating to "Absence Due to Illness, Injury and Disability."