Book	Policy Manual
Section	(P) PERSONNEL
Title	Policy P110 - Physical Examination
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Policy Number: P110
Title: Physical Examination
Section: Personnel – All Employees-General

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 by a qualified physician will be required prior to employment. EASTERN will require physical exams only after conditioned offers of employment are extended to applicants.

Any offer of employment that an applicant receives from EASTERN is contingent upon, among other things, satisfactory completion of this examination and a determination by EASTERN that the applicant is capable of performing the essential functions of the position that has been offered, with or without a reasonable accommodation. Each prospective employee is required to have the physical examination performed at no cost to EASTERN.

An employee who does not have pre-employment medical examination completed prior to the start date of employment must have the pre-employment medical examination completed within thirty (30) calendar days of the start date or be subject to immediate dismissal at the recommendation of the Director. Furthermore, the employee’s continued employment is contingent upon satisfactory completion of this examination and a determination by EASTERN that the employee is capable of performing the essential functions of the position for which the employee was hired, with or without a reasonable accommodation.

As a condition of continued employment, employees may also be required to undergo periodic medical examinations by an approved physician.In such cases, EASTERN shall receive a full medical report from the examining physician regarding the applicant's or employee's state of health. All EASTERN-required medical examinations of existing employees are paid in full by EASTERN.

All information obtained regarding the medical condition or history of an applicant or employee will be maintained in separate medical files and treated as confidential medical records. Supervisors or principals may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations, subject to other disclosures required bylaw.

This Policy is intended to be implemented and interpreted consistent with the requirements of the Americans with Disabilities Act of 1990.

Title 28 Sec. 23.43, 23.44
42 U.S.C. Sec. 12101 et seq
24 P.S. Sec. 1418

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See also:
DP P110 - Physical Examination