

Purpose

The primary purpose of the pre-placement physical is to provide a safe work environment for all district employees under the district's legal obligation. It results in a healthier employee population, improved morale, and may avoid unnecessary injuries. An offer of employment to the person selected for a position is contingent upon successful completion of a pre-placement physical exam at district expense. No candidate shall be required to participate in such an examination solely on the basis of the candidate's age or disability.

A candidate or employee must be able to do the essential job functions stated in the job description with or without accommodations.

29 C.F.R., Part 1630  
Government Code §  
Americans with Disa

CCLC Update:	--
Steering:	VPHR

Reasonable accommodation of disabled applicants and employees will be provided in accordance with federal (ADA and §504 of the Rehabilitation Act) and state (FEHA) mandates.

The district may require a “fitness-for-duty” health examination of any regular or substitute employee where doubt exists as to the ability to continue to perform the essential job functions of the position. Such examination will be conducted by any of the licensed physicians authorized to conduct health examinations for the district at no expense to the employee.

### Mental Health Screenings

The district may require an employee to obtain a psychiatric clearance whenever, in the judgment of the district, such employee shows evidence of deviation from normal mental health of such a degree as to render the employee incompetent to perform the essential job functions and “emotional effort” as identified in the job description. The selection of the physician and the cost of the examination shall be the responsibility of the district.

### Appeal Process

If, as a result of such examination or screening, the candidate/employee is determined to be unable to perform the essential job functions of their position, an evaluation by the designated physician will be conducted to determine whether their needs can reasonably be accommodated on either a temporary and/or permanent basis.