



4130.1: HEALTH EXAMINATIONS

The District may require a medical examination after an offer of employment has been made to a job applicant and prior to the commencement of the employment duties of such applicant, and may condition an offer of employment on the results of such examination, provided:

I. All entering employees in the same job category are subjected to such an examination regardless of disability;

II. Information obtained regarding the medical condition or history of the applicant is collected and maintained on separate forms and in separate medical files and is treated as a confidential medical record, except that --

A. Supervisors may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;

B. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and

C. Government officials investigating compliance with the Americans with Disabilities Act shall be provided relevant information on request; and

III. The results of such examination are used only in accordance with the Americans with Disabilities Act.

The District shall not require a medical examination and shall not make inquiries of an employee as to whether such employee is an individual with a disability or as to the nature or severity of the disability, unless such examination or inquiry is shown to be job-related and consistent with business necessity.

Date of Adoption
September 20, 1993

Date of Revision

December 3, 2001

Reaffirmed

February 16, 2009

October 19, 2015

Related Policies and Rules

[4130: Examinations](#)

Legal Reference

Americans with Disabilities Act