

Coast Community College District
BOARD POLICY
Chapter 7
Human Resources

BP 7335 Health Examinations

References:

Government Code Section 12940;
42 U.S. Code Section 12112;
29 Code of Federal Regulations, Part 1630

Certain jobs within the District may require a prospective employee to submit to a pre-employment medical examination. Such pre-employment medical examinations shall be required only after a conditional job offer has been made, and shall be required of any candidate for a position for which a pre-employment medical examination has been deemed appropriate. No candidate shall be required to participate in such an examination solely on the basis of the candidate's age or disability.

The District may require any employee to undergo a physical or mental assessment at any time it appears to be in the District's interest to obtain verification of an employee's fitness for duty and where such a fitness for duty assessment is job related and consistent with operational necessity. Such medical assessments shall be at the District's expense and shall be conducted by a physician or other licensed medical practitioner as circumstances dictate, chosen by the District.

Clinical Contract Pre-Placement Physicals Health Science Programs (GWC), Standard Clinical Contracts for Health Science Programs (GWC) and Allied Health Programs (OCC) require that the District will:

1. Require each instructor to have a pre-placement physical, to include a chest x-ray or Tuberculosis skin test, urinalysis, and a Complete Blood Count (CBC). In addition, require instructors assigned to Obstetrics, Pediatrics, and Emergency Room to have a Rubella Test.
2. Require each instructor to have an annual Tuberculosis skin test or chest x-ray.
3. Maintain all records of pre-placement physical examination and annual Tuberculosis test results.

Also see BP/AP 7336 titled Certification of Freedom from Tuberculosis

Adopted November 19, 2014