

**CITRUS COMMUNITY COLLEGE DISTRICT
HUMAN RESOURCES**

BP 7109 Health Examinations

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

General Provision

In compliance with all applicable state and federal laws and the provisions of any collective bargaining agreement, the District may request a health or physical examination of District personnel:

1. after an offer of permanent employment has been presented to an applicant;
2. when an employee returns to work following a medical leave of absence; or
3. to determine the employee will not pose a “direct threat” to the health and safety of self or others.

Any such medical examinations shall be at the District’s expense and shall be conducted by a physician chosen by the District.

Board Approval	07/13/10
Desk Review	10/17/12
Desk Review	10/19/16
Desk Review	10/31/19