

**Human Resources**

**BP 7335 HEALTH EXAMINATIONS**

**References:**

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

A physical examination may be required unless prohibited by law as a condition of pre-employment. The cost of this examination will be paid by the applicant, unless the examination is made by a District-designated physician in which case the cost will be paid by the District.

Additional examination(s) may be required to ascertain physical and mental condition to be taken by an employee as a condition for continued employment or assignment. Such examination will be administered by a qualified medical physician who may be designated by the Chancellor and will be at District expense.

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.

In compliance with state and federal law, an employee may be required to undergo a physical or mental examination where such a fitness for duty exam is job related and consistent with business necessity. Such medical examinations shall be at the District's expense and shall be conducted by a physician chosen by the District.

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**Date Adopted:** July 21, 2015

*(This new policy replaces CLPCCD Policy 4014.)*