

BROOKDALE COMMUNITY COLLEGE

COLLEGE REGULATION

3.0005R

I. Title of Regulation

Medical Examinations for Potential College Employees

II. Objective of Regulation

To ensure that potential new hires are required to obtain a medical examination after an offer has been made but prior to employment. The purpose of the examination is to make a medical assessment as to whether or not the individual is able to perform the essential elements of the job with reasonable accommodation.

III. Authority

Americans with Disabilities Act (ADA) 1991, as amended.
Bylaws of the Board of Trustees

IV. Regulation Statement

After an offer of employment has been made, but prior to employment, a medical examination will be required of all employees in specific job categories. Medical examinations will be performed by a physician of the College's choice, or a physician of the potential employee's choice in which the College will reimburse the individual at the College appointed physician's fee. All examinations will be recorded on a form provided by the College, and the specific tests required will be at the discretion of the College. Some positions, by the nature of the intended work, will require tests that may not be requested of other positions. A complete list of positions and required tests is maintained by the Human Resources Department.

V. Responsibility for Implementation

Officers of the College

Approved: President
1/31/70

Revised: 9/1/75
11/28/78
5/98