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Hermon School Department

Medical Examinations

The Hermon School Committee or the superintendent of schools may require employees to undergo examinations of their physical and/or mental health under the following circumstances:

1. When there is a need to determine whether an employee is still able to perform the essential functions of his/her job;
2. When information is needed to determine whether an employee requires reasonable accommodations in order to perform the essential functions of the employee's job and/or the nature of such reasonable accommodation;
3. To determine whether an employee is eligible for family medical leave as provided in the Family and Medical Leave Act.

When the Hermon School Department requires a medical examination, the School Department will select the health care provider and the cost of the examination will be borne by the School Committee, except to the extent that the examination is covered by the employee's health insurance plan. There will be no out of pocket cost to the employee.

The results of the examination will be provided to the superintendent and to the employee. The superintendent will maintain any medical reports or information in a separate medical file and will treat them as confidential medical records, except that supervisors may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations, and staff members who may be called upon to render emergency aid may be informed, when appropriate, if the disability might require emergency treatment.