

XII. PHYSICAL STATUS AND EXAMINATION

A. POLICY

In order to ensure that employees are placed in jobs which they are able to perform the essential functions of the job, with or without reasonable accommodation, and/or for safety reasons, fitness for duty evaluations may be requested post-offer for new employees, and at such other times during employment that is deemed in the best interest of the employee or AURA.

B. PROCEDURE

When appropriate, applicants (post offer), or staff members may be required to undergo physical and/or mental examinations to establish their fitness for initial or continuing service. Such examinations will be at the expense of AURA and may be directed by the AURA site Human Resources representative. Following certification from a medical professional that an applicant or employee can perform the essential functions of the job, with or without reasonable accommodation, decisions as to hiring, retention or severance will be made by the site Human Resources representative in consultation with the individual's manager/supervisor.

Policy Title and Number: XII. PHYSICAL STATUS AND EXAMINATION

Name of Policy Owner: Human Resources

Policy History: Previous versions-February 2005 and 1987

Policy Approved By: AURA Regulatory Compliance Policy Committee

Date Policy Approved: June 27, 2019

Effective Date of Policy: June 27, 2019

Description of Revisions: Current revision reflects updates to comply more clearly with ADA requirements.

Version # of Policy: 1.2

Next Scheduled Review Date: June 27, 2024