

STAFF HEALTH AND SAFETY

The health and safety of all district personnel is of vital importance to the school district. The Board will seek to provide safe working conditions for all staff members, and will give prompt consideration to those conditions that may present a threat to the health and safety of staff members. The district will respond to employee requests for reasonable accommodations when an employee has a disability as defined by Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act (ADA).

Medical Examinations

Medical examinations and inquiries will not be required prior to an offer of employment. However, the district may make pre-employment inquiries into the ability of the applicant to perform job-related functions. At the post-offer, pre-employment stage, medical inquiries and tests may be required of all applicants for a particular job category. Once employed, employees may only be subjected to medical inquiries or medical tests if the inquiry or test is job related and consistent with business necessity as provided by law.

Individuals employed by the district or through a contracted service to drive district transportation must annually file a statement from a medical examiner with the district that indicates that they are physically qualified to operate district transportation for the purpose of transporting students. A new driver must file this statement prior to his or her initial operation of district transportation.

Medical records must be maintained on separate forms in separate medical files and shall be kept confidential.

* * * * *

Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

Adopted: 03/03/1997

Revised: 10/12/1998; 05/08/2006; 12/10/2007

Cross Refs: EBAB, Hazardous Materials
EBB, Communicable Diseases

FILE: GBE
Critical

Legal Refs: §§ 162.064, 302.272, RSMo.
The Rehabilitation Act of 1973, Section 504, 29 U.S.C. § 794
Americans with Disabilities Act, 42 U.S.C. §§ 12101 - 12213

Columbia School District No. 93, Columbia, Missouri