

## **Employee Physical Examinations**

**Policy Number: 318**

---

A job-relevant physical examination may be required following a conditional job offer being made to an applicant. Any such examination will be at Cottonwood County expense. The necessity of such an examination shall be determined upon review of the position description by the Department Head upon a vacancy occurring and all individuals receiving conditional job offers for the position classification in question must be subject to the same examination. Examination may not be required because the individual is or is suspected of being disabled. If certain criteria are used to screen out an employee or employees with disabilities as a result of such an examination or inquiry, the exclusionary criteria must be job related and consistent with business necessity, and performance of the essential job functions cannot be accomplished with reasonable accommodation.