

Rock Valley College

RVC Board Policy 3:20.100 Physical Examinations and Fitness for Duty

Physical Examination

Designated positions at Rock Valley College may require an individual to meet certain physical requirements, such as weight restrictions and lifting requirements. For those positions, a physical examination will be required and the employee will be notified. The examination will take place at the College's expense.

Fitness for Duty

In instances where the employee exhibits manifestations of diminished capacity in their areas of responsibility and/or where the employee exhibits behaviors that pose a direct threat to the employee's own safety or the safety of others, the Board of Trustees reserves the right to request a Fitness for Duty examination by a Physician chosen by the College at the College's expense as a condition for continued employment at the College. The employee may designate a Board-Certified Physician to conduct the examination.

This Policy will be administered consistent with the College's collective bargaining agreement obligations where applicable.

Reference: Board Report 6330, 8377

Implemented: April 4, 2016

Revised: April 8, 2014; April 28, 2026