

# 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 weight restrictions and certain 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. 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

**Implemented:** April 4, 2016

**Revised:** April 8, 2014