

## TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 3.15

### MEDICAL EXAMINATIONS

1. A medical examination by a qualified physician of the Board is required of all potential full-time employees after an employment offer and prior to actual employment. The examinations may include such tests as determined for job-related duties of the position.
2. Bus drivers shall have annual physical examinations in compliance with the rules established by the Ohio Department of Highway Safety and are subject to pre-employment and random drug testing.
3. The cost of mandated medical examinations and mandated drug testing for employment shall be paid by the Board. All mandated examinations shall be completed in accordance with the terms of the Collective Bargaining Agreement.
4. If the results of the medical examinations indicate the otherwise qualified applicant or employee has a disability as defined by the Americans with Disabilities Act, the Board will make reasonable accommodations to allow the individual to perform the essential functions of the employee's job unless such accommodations cause an undue hardship to the Board.

Adopted: 1/26/98  
Updated: 7/24/2012