

Personnel – Certified/Non-Certified

Physical Examinations

The New Milford Board of Education shall require physical examinations, including drug testing, for job related reasons as permitted under the law. Such requirements shall be consistent with applicable collective bargaining agreements and other Board policies such as Family and Medical Leave (4152.6/4252.6), Equal Employment Opportunity (4111.1/4211.1) and Drug and Alcohol Use (4118.231/4218.231).

Prospective Employees

All offers of employment shall be made contingent on satisfactory results of a medical examination, showing that the individual is fit for performance of the job. Such examinations shall be performed within the first thirty days of employment except under special circumstances. Pre-employment inquiries shall be made only regarding an applicant's fitness for the job.

Current Employees

To ensure the safety of our personnel and students, the school administration may require medical examinations of employees. Unless otherwise provided by contract, the school administration may require medical examinations of employees in the following instances:

- When there is reason to believe the medical condition of the employee is adversely affecting or could adversely affect the employee's ability to perform his or her job;
- When there is reason to believe the medical condition of the employee presents a safety risk to him or herself or others;
- Upon return to work following a medically-related absence;
- Upon reasonable suspicion that an employee is abusing the school system's sick leave policy; or
- In conjunction with a rehabilitation or other medical treatment plan.

4112.4(b)
4212.4(b)

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Physical Examinations

Medical records shall be kept separate from other employee information and shall be treated confidentially in accordance with applicable state and federal law.

Requests for Medical Information

Consistent with the Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. 2000ff, whenever medical information is requested about an individual, (such as medical examinations related to employment, certification of a serious medical condition for family medical leave, or documentation for a reasonable accommodation) the request for such information will be accompanied by the following statement:

“The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. “Genetic Information,” as defined by GINA, includes an individual’s family medical history, the results of an individual’s or family member’s genetic tests, the fact that an individual or an individual’s family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual’s family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.”

Legal References-

42 U.S.C. 2000ff Genetic Information Nondiscrimination Act of 2008 (GINA)

Policy adopted: December 9, 2003
Policy revised: October 18, 2005
Policy revised: June 14, 2011

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut